



---

# Equal Opportunities in Science and Research

13<sup>th</sup> Update to the Data (2007/2008)

on Women in Academia

and Non-academic Research Establishments

**Gemeinsame Wissenschaftskonferenz (GWK)**  
**- Büro -**  
**Friedrich-Ebert-Allee 38**  
**53113 Bonn**

**Telefon: (0228) 5402-0**  
**Telefax: (0228) 5402-150**  
**E-mail: [gwk@gwk-bonn.de](mailto:gwk@gwk-bonn.de)**  
**Internet: [www.gwk-bonn.de](http://www.gwk-bonn.de)**

**ISBN 978-3-934850-96-5**  
**2009**

# **Equal Opportunities in Science and Research**

## **13<sup>th</sup> Update to the Data (2007/2008)**

### **on Women in Academia**

### **and Non-academic Research Establishments**

1. Introduction .....	3
Part I	
2. Weighted Overview of Current Data .....	6
2.1 Initial situation.....	6
2.2 Academia.....	6
2.2.1 Participation in higher education.....	6
2.2.2 Proportion of doctorates awarded to women .....	7
2.2.3 Proportion of habilitations awarded to women .....	8
2.2.4 Proportion of female professors (stock data).....	8
2.2.5 Proportion of women in academic appointments 2008 (ongoing).....	10
2.2.6 Proportion academic leadership positions held by women.....	11
2.2.7 Proportion of women on university councils and academic supervisory bodies.....	11
2.3 Non-academic research establishments.....	13
2.3.1 Proportion of scientific posts held by women.....	13
2.3.2 Proportion of women in leadership positions.....	13
3. Conclusion .....	15
Part II	
Special Evaluation by CEWS	
Proportion of Women in the Subjects of Politics, Social Sciences, Economics, and Law	
Based on Analysis by Subject Area .....	17
Part III	
Appendix with Comprehensive Statistics .....	35
Contents	

# 1. Introduction

On 9 July 1998 during the consultation on the second supplement to the Bund-Länder Commission for Educational Planning and the Research Promotion (BLK) report on "Promotion of Women in Science", the leaders of the federal and the federal states governments requested that in subsequent years the BLK also compile a systematic overview of the statistical data on the proportion of women in leadership positions. The BLK fulfilled this request.

The Joint Science Conference of the Federal and the Federal States (Länder) Governments (GWK), established on 1 January 2008, has now taken over responsibility for updating the data on women in academia and non-academic research establishments.

This document, prepared by the GWK, presents the 13<sup>th</sup> update to the data on women in academia and non-academic research establishments.<sup>1</sup>

---

<sup>1</sup> Previous publications:

- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 19, 1989: *Förderung von Frauen im Bereich der Wissenschaft*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 53, final edition 1996: *Förderung von Frauen im Bereich der Wissenschaft - Fortschreibung des Berichts aus dem Jahr 1989*;
- BLK, misc. BLK publication, Number 51, 3 July 1997: *Erste Ergänzung zum Bericht der Bund-Länder-Kommission für Bildungsplanung und Forschungsförderung "Förderung von Frauen im Bereich der Wissenschaft"*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 68, 1998: *Frauen in Führungspositionen - Zweite Ergänzung zum BLK-Bericht "Förderung von Frauen im Bereich der Wissenschaft" - Gespräch der BLK über die "Förderung von Frauen im Bereich der Wissenschaft" am 8. Juni 1998*;
- BLK, misc. BLK publication, Number 56, 1999: *Frauen in Führungspositionen - Dritte Ergänzung zum BLK-Bericht "Förderung von Frauen im Bereich der Wissenschaft"*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 87, 2000: *Frauen in der Wissenschaft - Entwicklung und Perspektiven auf dem Weg zur Chancengleichheit* including the 4<sup>th</sup> update to "Frauen in Führungspositionen";
- BLK, misc. BLK publication, Number 63, 2001: *Frauen in Führungspositionen - Fünfte Fortschreibung des Datenmaterials*;
- BLK, misc. BLK publication, Number 64, 2002: *Frauen in Führungspositionen - Sechste Fortschreibung des Datenmaterials*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 109: *Frauen in Führungspositionen - Siebte Fortschreibung des Datenmaterials*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 122: *Frauen in Führungspositionen - Achte Fortschreibung des Datenmaterials* 2<sup>nd</sup> revised edition;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 129: *Frauen in Führungspositionen - Neunte Fortschreibung des Datenmaterials*, amended edition;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 136: *Frauen in Führungspositionen - Zehnte Fortschreibung des Datenmaterials*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 139: *Chancengleichheit in Wissenschaft und Forschung - Elfte Fortschreibung des Datenmaterials*;
- GWK, Materialien der GWK, Number 3: *Chancengleichheit in Wissenschaft und Forschung – Zwölfte Fortschreibung des Datenmaterials*.

The first part of this report contains a "weighted overview" of the following data:

- Women in academia: Overall numbers of first enrolments, final degrees, doctorates, habilitations, and professorships in MINT subjects (subject groups: mathematics/natural sciences, engineering) and subject groups languages/humanities, human medicine/health sciences, and art/art history. Figures are also given grouped by pay grade, based on figures from the German Federal Statistical Office for 2007.
- Proportion of women in academic appointments (applications, calls to post, appointments) in 2008, based on a GWK survey of the federal states.
- Proportion of women in academic leadership positions in 2008, based on data from the German Rectors' Conference (HRK).
- Proportion of women on university councils and academic supervisory bodies in 2008, based on information supplied by the Center of Excellence Women and Science (CEWS).
- Proportion of women in non-academic research establishments (proportion of women employed on the scientific staff and proportion of women employed in leadership positions) in 2008, based on a GWK survey of the following research organisations: Fraunhofer Society (FhG), Helmholtz Association of German Research Centres (HGF), Max Planck Society (MPG), Gottfried Wilhelm Leibniz Scientific Community (WGL).

The second part of this report contains a special evaluation by CEWS of the proportion of women in the subjects of politics, social sciences, economics, and law following analysis by subject area.

The third part of this report is an appendix containing comprehensive statistics. The initial years - starting with 1992 - are summarised with values averaged over five-year blocks.

This publication, "Equal Opportunities in Science and Research", is intended to provide a general overview. The data from the German Federal Statistical Office and the data derived from the surveys of the federal states provide differentiation down to the subject group level. Further subdivision into individual study/teaching/research areas is not practicable due to the extent of the data.

Since 2002, the general overview presented here has been supplemented by more detailed analysis of selected subject areas.<sup>2</sup> The second part of this year's report again focuses on a par-

---

<sup>2</sup> Previous publications:

- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 100, BLK report dated 2 May 2002, Bonn, Germany 2002, ISBN 3-934850-32-4: *Frauen in den ingenieur- und naturwissenschaftlichen Studiengängen*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 117, BLK report dated 5 July 2004, Bonn, Germany 2004, ISBN 3-934850-55-5: *Frauen in der Medizin, Ausbildung und berufliche Situation von Medizinerinnen*;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 129, Bonn, Germany 2005, ISBN 3-934850-69-3: *Frauen in Führungspositionen - Neunte Fortschreibung des Datenmaterials*, including a supplement containing a special evaluation and summary report by CEWS on trends in the participation of female researchers in academia and at non-academic research establishments;
- BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 139, Bonn, Germany 2007, ISBN 978-3-934850-86-6: *Chancengleichheit in Wissenschaft und Forschung - Elfte Fortschreibung des Datenmaterials (2005/2006)*, including supplementary special evaluation by CEWS: "Retrospektive Verlaufsanalyse von Karriereverläufen in den Geisteswissenschaften".
- GWK, Materialien der GWK, Number 3, Bonn, Germany 2008, ISBN 978-3-934850-89-7: *Chancengleichheit in Wissenschaft und Forschung - Zwölfte Fortschreibung des Datenmaterials (2006/2007)*, including supplementary special evaluation by CEWS: Retrospektive Verlaufsanalyse von Karriereverläufen in der Mathematik und ausgewählten Naturwissenschaften.

particular subject group, with a special evaluation by CEWS on the proportion of women in the subjects of politics, social sciences, economics, and law based on analysis by subject area.

The GWK adopted this report on 2 November 2009.

## Part I

# 2. Weighted Overview of Current Data

### 2.1 INITIAL SITUATION

The political task of implementing suitable measures to bring about equal opportunities for women and men in all aspects of life is mandated by Article 3 of the German constitution.

A wide range of joint activities have been undertaken by the federal and state governments over the last two decades, firstly under the auspices of the Federal State Commission for Educational Planning and the Promotion of Research (BLK), and since 2008 as the Joint Science Conference (GWK), to promote and support the goal of achieving participation in education and science on equal terms for girls and young women. The results seen to date demonstrate a remarkable change in trends in favour of better equality at the various qualification levels in schools, higher education, and non-academic research establishments. The GWK considers equal opportunities and support for women in science and research to be a cross-disciplinary issue. It welcomes the fact that increasing numbers of science and research establishments are taking up this topic and draws particular attention here to the recommendations of the German Science Council of 16 July 2007 on Equal Opportunities for Researchers and the decisions of the general meeting of the German Research Association (DFG) of 2 July 2008 on Research-Oriented Standards on Gender Equality.

### 2.2 ACADEMIA

#### 2.2.1 PARTICIPATION IN HIGHER EDUCATION

In 2007 a total of 434,181 school leavers of both sexes met the entrance requirements for higher education<sup>3</sup> (*cf. Table 1.1.3*). Of these, 53.3% (231,580) were women. The total number of students entering higher education (first-year students) was 361,360. Female students made up 49.8% or 180,001 of this number. Following a drop in the proportion of female first-year students in the years 2003 to 2005, the figure began to rise again in 2006, continuing in 2007. The proportion of the total number of first-year students remained below 50% however. It should be noted that, in 2007, while the proportion of female students starting courses in engineering was 21.8% and mathematics and natural sciences was 40.8%, the number on languages and humanities courses was 74.0% (*cf. Tables 1.4.3, 1.3.3, and 1.2.3*).

---

<sup>3</sup> School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeiner Hochschulreife" (secondary school completion leading to university qualification from non-specialist school) or "Fachhochschulreife, fachgebundener Hochschulreife" (certificate of readiness for higher vocational school from a vocational school).

In 2007, a total of 256,120 students graduated from institutions of higher education<sup>4</sup>, 131,525 or 51.4% of whom were female.

A total 158,219 students earned final degrees at universities and equivalent institutions of higher education<sup>5</sup>, 89,364 or 56.5 % of whom were female (*cf. Table 1.1.3*).

In the MINT subjects<sup>6</sup>, the proportion of females among graduating students was 31.3%, of whom 22.8% studied engineering and 39.9% mathematics/natural sciences (*cf. Table 1.6*). In the languages and humanities subject group, the proportion of women graduates was 77.0%. The proportion of women earning degrees in the subject groups engineering and languages/humanities was higher than the proportion of women who enrolled on the same courses (21.8% and 74.0% respectively, *cf. Tables 1.4.3 and 1.2.3*).

Comparing the number and distribution of final degrees in 2007 to the number of first-year students five and six years earlier, it is clear that the proportion of women completing degrees is practically identical to the proportion of women enrolling on courses in the years 1999 and 2000: the number of women in this qualification phase is therefore constant.

### 2.2.2 PROPORTION OF DOCTORATES AWARDED TO WOMEN

In 2007 in Germany 23,843 people were awarded doctorates, 10,068 of whom were women. This corresponds to a proportion of 42.2%. Discounting some minor fluctuations, this represents a continuous increase in the number of women awarded doctorates, from 6,186 in 1992 to 10,068 in 2007. Following an increase in the overall number of doctorates by 2,814 in 2005 over the figure for 2004, the total fell in 2006 and again by 444 in 2007 (*cf. Table 2.1*). The number of women awarded doctorates rose slightly by 141 (1.3%), repeating the experience of 2006 when the increase was 345 (1.3%).

Compared to the other subject groups, at 12.4% the proportion of women gaining doctorates in the engineering subject group is the lowest. However, it is worth noting that this proportion is not substantially lower than the proportion of women earning final degrees (22.8 %, *cf. Table 1.4.3*). In mathematics/natural sciences, the proportion of women being conferred doctorates has risen steadily since 1992, reaching 37.1% in 2007. Women are the recipients of over 50% of the doctorates awarded in veterinary medicine (79.0%), art/art history (57.6%), languages and humanities (53.0%), and human medicine/health sciences (52.5%) (*cf. Table 2.2*).

For additional information on the situation for women studying natural sciences and technical subjects, the reader is also referred to the position assessment in the 2002 BLK report "Frauen

<sup>4</sup> Final examinations at higher education institutions, excluding "doctorates", "arts degrees" and "alternative qualifications".

<sup>5</sup> Final examinations at higher education institutions that have been granted the right to confer doctorates, excluding "Fachhochschule (university of applied sciences) degrees", "doctorates", "arts degrees", and "alternative qualifications".

<sup>6</sup> MINT subjects: mathematics, informatics, natural sciences, and technology.



in den ingenieur- und naturwissenschaftlichen Studiengängen"<sup>7</sup>, which also includes conclusions and a description of actions required, and the special evaluation by CEWS on career progression for students of selected science and mathematics subjects. The current figures presented here show that the measures provided jointly by the federal and state governments have had the intended effect and led to clearly identifiable improvements.

### 2.2.3 PROPORTION OF HABILITATIONS AWARDED TO WOMEN

In 2007 in Germany, 1,881 people were awarded the habilitation qualification, (2006: 1,993; 2005: 2,001), 457 of whom were women (2006: 442; 2005: 460). The significance of the habilitation has lessened as the post of junior professor has gained in popularity. Of the total number awarded the habilitation, women made up 24.3% (2006: 22.2%; 2005: 23.0%) (*cf. Table 3.1*).

Across the subject groups, the figures for female participation have a similar distribution to those for doctorates, albeit in lower numbers (the significance of the results is limited due to the small sample size).

- The individual percentages in 2007 were as follows: human medicine/health sciences 21.3% (180 of a total 846 habilitations), art/art history 37.9% (11 of a total 29 habilitations), languages/humanities 37.9% (134 of a total 354 habilitations) (*cf. Table 3.2*).
- The proportion of habilitations awarded to women in the engineering subject group almost trebled in 2007 compared to the preceding year. With 14 of a total 66 habilitations, the figure rose to 21.2%, a full 13.7% higher than the previous year.
- The proportion of women in the mathematics/natural sciences subject group was 16.5%, or 62 of a total 376 habilitations, which represents a fall on the previous year of 2.3 percentage points.
- In the MINT subjects, the number of women conferred habilitations amounted to 76 of a total 442, or 17.2%.

### 2.2.4 PROPORTION OF FEMALE PROFESSORS (STOCK DATA)

Taking all pay grades into account, in 1992 a total of 2,246 of the 34,702 professorships at German higher education institutions were held by women, corresponding to 6.5% of the total. Since that time it has been possible to increase the figure steadily, such that by 2007 the number of professorships held by women was 6,173 of the total 38,020, which corresponds to 16.2% (*cf. Table 4.1.2*). During the period considered, this represents more than a doubling of the

---

<sup>7</sup> BLK, Materialien zur Bildungsplanung und zur Forschungsförderung, Number 100, BLK report dated 2 May 2002, Bonn, Germany 2002, ISBN 3-934850-32-4: *Frauen in den ingenieur- und naturwissenschaftlichen Studiengängen*; GWK, Materialien der GWK, Number 3, Bonn, Germany 2008, ISBN 978-3-934850-89-7: *Chancengleichheit in Wissenschaft und Forschung - Zwölfte Fortschreibung des Datenmaterials (2006/2007)*, including supplementary special evaluation by CEWS: Retrospektive Verlaufsanalyse von Karriereverläufen in der Mathematik und ausgewählten Naturwissenschaften.

proportion of women holding professorships, while the average total number of professorships remained unchanged and the total number of professorships held by men fell by around 2,000 in the same period.

The picture for C4/W3 grade professors (professor ordinarius) is similar, with the number of C4/W3 professorships rising slightly from a total of 12,067 in 1992 to 12,646 in 2007. The number of male professors fell slightly in the period studied (1992: 11,609; 2007: 11,137), whereas the number of female professors almost trebled in the same period from 458 (3.8%) in 1992 to 1,509 in 2007 (11.9%) (*cf. Tables 4.1.2 and 4.1.3*).

In the field of languages and humanities, the overall number of professorships in 2007 was 5,710, the proportion of women being 28.1% (*cf. Table 4.1.5*). The number of female C4/W3 professors rose to 23.1%.

Other subject areas, human medicine for example, also saw a significant increase in not only the overall proportion of women holding professorships, particularly at C4/W3 level, but more significantly a rise in the absolute number of women professors, - with women again gaining representation particularly among the C4/W3 professors (*cf. Charts 4.1.8 to 4.1.12 for other subject groups*).

There were only minor differences in the overall proportion of women holding professorships (C2 to C4 and W1 to W3) at the different types of higher education institutions. At universities and colleges of art the percentage was 16.3%, at universities of applied sciences (excluding public administration colleges) 16.1%, and at public administration colleges 17.4%. With the exception of the public administration colleges, the proportion of professorships held by women rose again in 2007 (*cf. Tables 4.1.2 and 4.2.5*).

Differentiating the figures according to pay grade once again revealed significant disparity: the higher the pay grade, the lower the proportion of women. Taking all types of higher education institution together, in 2007 the proportion of women was 33.5% for W1 (junior) professors, 20.6% for C2 (assistant) professors (total for tenured plus fixed term), 16.8% for C3/W2 (associate) professors, and 11.9% for C4/W3 (full) professors (*cf. Table 4.1.2*).

Within the individual pay grades, significant differences between the various types of higher education institution were also clearly identifiable in 2007:

- At universities and art colleges in 2007, the proportion of women was 22.6% for C2 professors (total for tenured plus fixed term), 19.8% for C3/W2 professors, and 11.9% for C4/W3 professors. Women held 33.5% of all W1 professorships (junior professor).
- At universities of applied sciences (excluding public administration colleges), the proportion of women was 19.6 % for C2 professors (total for tenured plus fixed term), which is a common pay grade at universities of applied sciences, 14.2 % for C3/W2 professors, and 15.0% for C4/W3 professors.

- At public administration colleges, the proportion of women was 25.7% for C2 professors (total for tenured plus fixed term), which is also a common pay grade at public administration colleges, and 12.6% for C3/W2 professors.

Looking at the universities, art colleges, and universities of applied sciences (excluding public administration colleges), it can be seen that at all three pay grades the proportion of women again rose compared to the preceding year in practically all areas. This does not, however, correspond to a level of representation commensurate with either the proportion of women in the general population or in the student body.

### 2.2.5 PROPORTION OF WOMEN IN ACADEMIC APPOINTMENTS 2008 (ONGOING)

Starting in 1997, the BLK (now the GWK) have conducted a survey each year of the federal states to gather information about applications, shortlisted candidates, successful candidates/calls to post, and appointments to professorships at higher education institutions.

The 2008 survey demonstrates a slight increase in the proportion of women compared to the previous year.

In 2008 in Germany, a total of 74,349 people applied for a professorship, 17,569 of whom were women. This is equivalent to an average of 23.6% of applications, with applications to each pay grade as follows: W1 (junior) professors 31.1%; W2 professors 24.7%; W3 professors 21.5% (*cf. Table 4.1.2*). Of the total number, 1,946 were shortlisted, corresponding to a proportion of 25.3%, of whom 846 received a call to a post, equivalent to 26.8% (*cf. Table 5.1.1*). It is clear from this that women are certainly underrepresented in terms of number of applications, but that their success rate is higher than that of men. A similar trend was also observed in earlier years.<sup>8</sup>

At the various types of higher education institution, the picture is as follows (*cf. Table 5.1.2*):

- A total of 11,415 women applied for professorships in 2008 at universities and equivalent institutions of higher education (excluding art and music colleges), corresponding to female representation of 22.5%. Of the applicants shortlisted, 24.8% were women, and 599 women received calls to a post, making up 25.5% of the total. Of the latter group, 307 (or 27.5% of the total) had already taken up their posts in 2008.
- Universities of applied sciences received 4,062 applications from women for professorships, corresponding to 23.1% of the total. Out of this number, 476 women were shortlisted, representing 24.9% of shortlisted candidates. Of these, 203 (or 24.9%) were called to a post. Of the latter group, 127 (or 24.2 % of the total) had already taken up their posts in 2008.

---

<sup>8</sup> A report by the US National Academies also shows similar outcomes (SCIENCE, 5 June 2009, p. 1250).

- Women submitted 2,092 applications for professorships to art and music colleges in 2008, corresponding to female representation of 35.1 %. Of the applicants shortlisted, 36.2 % were women, and 44 women received calls to a post, making up 31.9 % of the total. Of the latter group, 31 or (34.1%) had taken up their posts by the end of 2008.

### 2.2.6 PROPORTION ACADEMIC LEADERSHIP POSITIONS HELD BY WOMEN

Women were employed in 19.2% of academic leadership positions in 2008.<sup>9</sup> This corresponds to an increase of 2.2 percentage points compared to the previous year. During the years 1996-2000 the average level was still below 10%.

Academic leadership positions held by women in 2008 were distributed thus:

- 37 rectors/presidents, corresponding to 10.4%
- 157 prorectors/vice presidents, corresponding to 22.9%
- 68 chancellors, corresponding to 21.5% (*cf. Table 6.1.*)

The absolute number of academic leadership positions applied for by women rose 15% from 227 to 262, while the proportion of women in academic leadership positions has climbed from 17% to 19.2%.

### 2.2.7 PROPORTION OF WOMEN ON UNIVERSITY COUNCILS AND ACADEMIC SUPERVISORY BODIES

Since the end of the 1990s, all of the federal states, with the exception of Bremen, have established university councils<sup>10</sup>. Brandenburg has the Landeshochschulrat (state university council) and in Schleswig-Holstein the universities of Flensburg, Kiel, and Lübeck have formed a joint university council.

Speaking in 1999, then president of the HRK Klaus Landfried defined the role of the university councils thus: "to foster community involvement in fundamental issues relating to science and the way academic institutions are run, through the work of dedicated experts. They promote dialogue with the wider community and underpin the new organisational and leadership structures in higher education."<sup>11</sup> While the university councils at first worked in a primarily advisory capacity, the expert functions they have developed over the intervening years now range from strategic management of higher education institutions, through approving regulations, to serving as the body responsible for establishment and closing of faculties, departments and institutes. In six states, namely Baden-Württemberg, Bavaria, Hamburg, Lower Saxony (in the case of foundation universities), North Rhine-Westphalia, and Thuringia, the university council selects the management bodies of the higher education institutions; in Hesse, Lower Saxony

<sup>9</sup> Figure based on an announcement by the HRK of 13 February 2009

<sup>10</sup> The terminology used varies between the federal states. The term "curatorium" also has currency, while the Baden-Württemberg higher education act makes provision for a supervisory council ("Aufsichtsrat"). In the following text the generic term "university council" is used to refer to all the above.

<sup>11</sup> Klaus Landfried, speaking at the 2<sup>nd</sup> Berlin Dialogue on Education hosted by the HRK and the Veranstaltungsforum of the Publishing Group Georg von Holtzbrinck, on the subject of "Hochschulräte als moderne Steuerungsinstrumente in den Hochschulen" ("University Councils as a Modern Management Instrument in Higher Education"), 21 September 1999, HRK press release ([http://www.hrk.de/de/presse/95\\_942.php](http://www.hrk.de/de/presse/95_942.php)).

(non-foundation higher education institutions), Saarland, and Saxony, the university council has a contributory role in the selection process, mainly through creation of a list of candidates. The overall responsibilities of the university councils in the individual states vary very widely.

Since 2003, the Center of Excellence Women and Science has conducted surveys to obtain gender-specific data on the membership of university councils. The surveys take the form of questionnaires mailed to the academic management teams of universities included on the HRK higher education list with a cut-off date of 31 December each year. The average response rate was 90% of academic institutions, qualifying this as a comprehensive survey.

The following higher education acts include regulations governing the proportion of women on university councils:

- The Landeshochschulrat for the state of Brandenburg requires that a minimum one-third of members are female.
- In Lower Saxony, university councils/foundation boards must have at least three women among the seven members.
- Saarland requires that at least two of seven members of a university council are female.
- University councils at universities in Schleswig-Holstein must include at least four women among the nine members.

The following studies also offer comparisons of the composition of university councils:

Bogumil, Jörg/Rolf G. Heinze, et al. (2007): *Hochschulräte als neues Steuerungsinstrument? Eine empirische Analyse der Mitglieder und Aufgabenbereiche*. Final report of the short study, Hamburg, Germany (URL: [http://www.boeckler.de/pdf\\_fof/S-2007-981-5-1](http://www.boeckler.de/pdf_fof/S-2007-981-5-1)).

Nienhüser, Werner/Anna Katharina Jacob (2008): *Changing of the Guards – Eine empirische Analyse der Sozialstruktur von Hochschulräten*. In: *Hochschulmanagement* (3), pp. 67-73, URL: [http://www.uni-due.de/personal/Download/hsr/Hochschulrat\\_Zeitschrift\\_Hochschulmanagement\\_Nienhueser\\_Jacob.pdf](http://www.uni-due.de/personal/Download/hsr/Hochschulrat_Zeitschrift_Hochschulmanagement_Nienhueser_Jacob.pdf).

The study by Bogumil et al indicates a female proportion of 22%, giving a similar result to existing surveys. No gender-specific data was presented in the Nienhüser and Jacob study.

The data from the full-coverage survey by CEWS shows the proportion of women on university councils to be largely constant since the first survey, remaining at around 20% for Germany as a whole. There are large variations between the various federal states however: The figures reported on the survey date of 31 December 2008 range from 10% to 42%, with three states achieving a proportion of around 40% women on their university councils.

## 2.3 NON-ACADEMIC RESEARCH ESTABLISHMENTS

### 2.3.1 PROPORTION OF SCIENTIFIC POSTS HELD BY WOMEN

The overall proportion of women employed on the scientific staff<sup>12</sup> at non-academic research establishments was 30.3% in 2008. Of the establishments surveyed, the WGL and the MPG had an above average proportion of women with 38.3% and 34.9% respectively, whereas the HGF and FhG came in below the average with 27.7% and 17.2% respectively (*cf. Tables 9.2.1-9.2.5*).

Generally speaking, the proportion of women decreases incrementally as the level of qualification increases:

Women are represented as follows:

- 3,373 of doctoral students, corresponding to 43.8%
- 1,257 of post-doctoral students, corresponding to 35.8%
- 2,794 of employees at pay grades E12 and E13 on the German civil service pay scale (TVöD), corresponding to 32.4%
- 1,645 of employees at pay grade E14 on the German civil service pay scale (TVöD), corresponding to 17.5%
- 282 of employees at pay grade E15 on the German civil service pay scale (TVöD), corresponding to 10.8%

The proportion of positions held by women above these levels varies considerably, with women holding 5.6% of E15 Ü TvöD or ATB, S (B2, B3) positions, 27.4% of S (W2) positions, 9.6% of S (C3, C2) positions, 9.6% of S (W3) positions, and 5.1 % of S (C4) positions (*cf. Table 9.2.5, overall*).

The combined proportion of scientific and non-scientific staff that are women (from executive management down to student assistants) in 2008 shows a rather different picture to that for scientific staff alone (*cf. Tables 9.2.1-9.2.4*). At the WGL the proportion of women was 38.5%, at the MPG 34.6%, at the HGF 28.1%, and at the FhG 19.8%. Averaged across the four, the figure was 30.6%.

### 2.3.2 PROPORTION OF WOMEN IN LEADERSHIP POSITIONS

In this report it is assumed that employees holding positions in salary group E15 Ü and salary categories C, W, and B, and employees with equivalent contracts of employment all hold leadership positions in either scientific or administrative parts of the organisation.

---

<sup>12</sup> Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

## 2 Weighted Overview of Current Data

As per this definition, the proportion of female employees with leadership positions in scientific roles at non-academic research establishments has now risen from a total of 2.0% in 1992 to 9.9% in 2008 (2007 = 8.4%, 2006 = 7.9%, 2005 = 7.0%, 2004 = 6.6%).

The Max Planck Society (MPG) was again above the average, with 16.8% of leadership positions held by women in 2008. The Leibniz Association (WGL) and the Hermann von Helmholtz Association of German Research Centres (HGF) had lower than average proportions of women with 8.9% and 7.3% respectively, while the Fraunhofer Society (FhG) performed worse still, remaining at a mere 2.6% (*cf. Table 7.2*).

Among the non-scientific staff (administration, technical, other) the proportion was 15.9% in 2008.

The proportion of women employed in leadership positions in both scientific and non-scientific areas was 10.5% in 2008 (*cf. Table 7.2*).

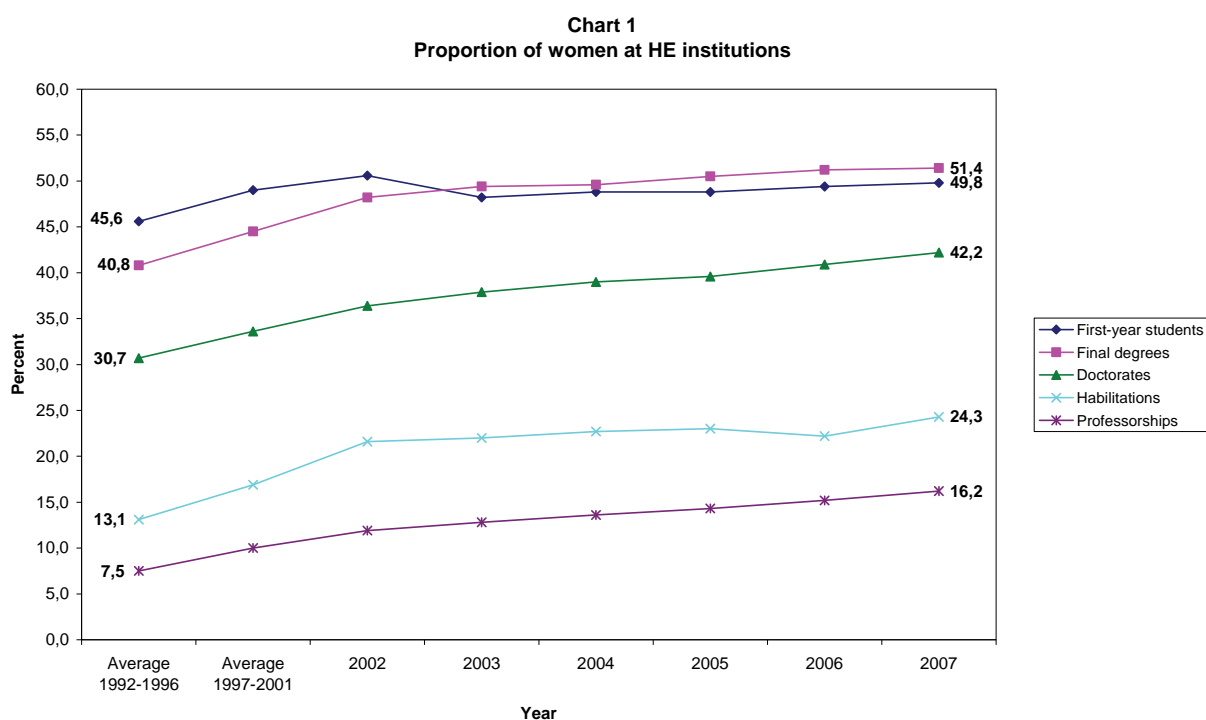
### 3. Conclusion

Over the last two decades, the issue of "Equal Opportunities in Science and Research" was systematically championed on an ongoing basis at both federal and state level by the BLK, with the GWK taking on this mantle in 2008. By persistently pursuing this issue, not only have improvements been seen in the understanding of the status of men and women in research, but it has also been possible in some areas to substantially increase the level of representation of women at various levels of academic qualification, with a particularly positive outcome in terms of the number of women appointed to leadership positions, both in academia and at non-academic research establishments.

In the period considered between 1992 and 2007, the proportions of women at higher education institutions have changed as follows:

- First-year students – 45.6% to 49.8%
- Final degrees – 40.8% to 51.4%
- Doctorates – 30.7% to 42.2%
- Habilitations – 13.1% to 24.3%
- Professorships – 7.5% to 16.2%

(See Chart 1).





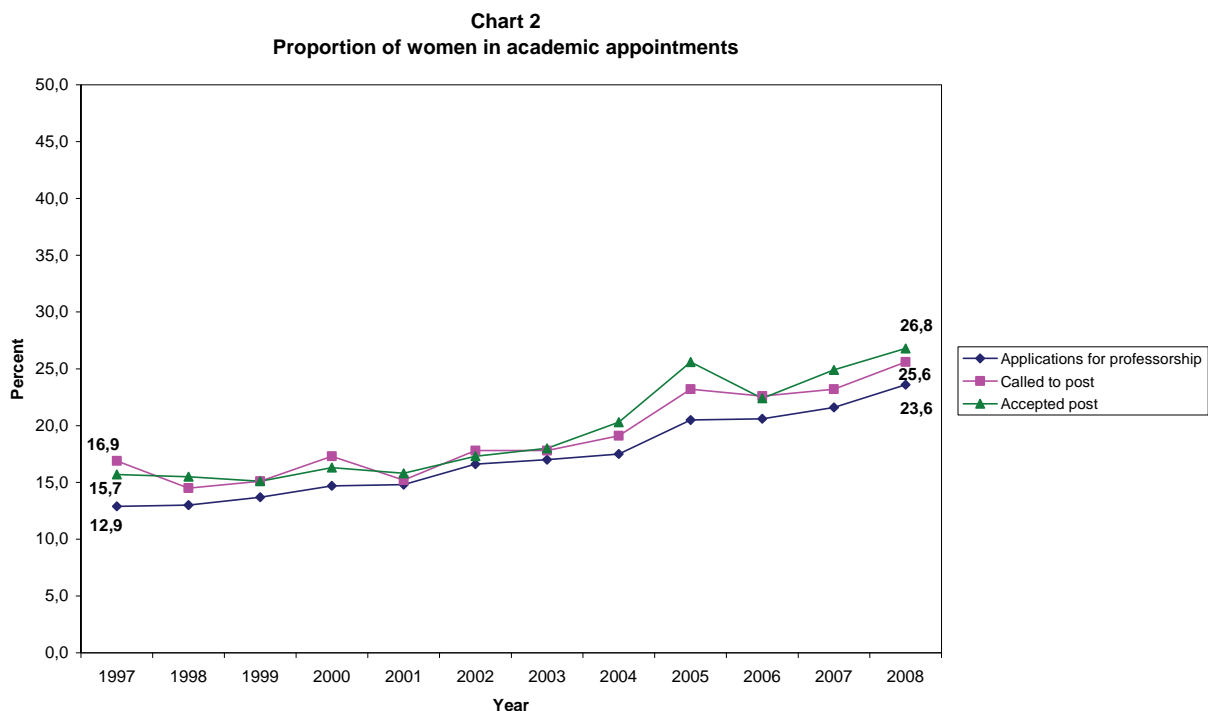
### 3 Conclusion

The proportion of women in leadership positions at non-academic establishments (FhG, HGF, MPG, WGL) more than quadrupled between 1992 and 2008, from 2% to 9.9%, however the figure is still far lower than it is for women in academia.

Surveys have been carried out since 1997 into the proportion of women obtaining academic appointments. Various trends have been identified over the intervening period. The proportion of women has increased as follows:

- Applications for professorships up from 12.9% to 23.6%
- Calls to post up from 16.9% to 25.6%
- Appointments up from 15.7% to 26.8%

(See Chart 2).



In the period from 1996 to 2008, the proportion of positions in academic management held by women rose from 9.8% to 19.2%, almost doubling their representation.

The scientific and economic potential that female researchers represent has not yet been fully realised, with women still significantly under-represented in high-level positions within the research system.

An increase in female representation in the upper echelons of the research system depends on increasing the ratio of women at the lower qualification levels and therefore cannot be achieved as a single dramatic leap. As such, it is essential that special attention continues to be paid to supporting women in research and science, something that is explicitly stated in the Standards on Gender Equality<sup>13</sup> adopted by the DFG.

<sup>13</sup> DFG: Forschungsorientierte Gleichstellungsstandards; decision of the general meeting of 2 July 2008.

## Part II

# Special Evaluation by CEWS

### **Proportion of Women in the Subjects of Politics, Social Sciences, Economics, and Law Based on Analysis by Subject Area**

## **Special Evaluation by CEWS: Retrospective Trend Analysis of Career Paths in Subjects of Law, Economics and Social Sciences**

How do the career paths of women and men in the subject group "law, economics and social sciences" develop, subjects which generally see equal participation by the two genders during the student years? What differences can be identified between the disciplines within the subject group? Which qualification levels prove to be the most difficult for women to progress beyond during a career in research? These are the questions that will be investigated in this special evaluation by CEWS.

With women holding 18.9% of professorships in 2007, this subject group has a higher than average proportion of women (16.2%), but nonetheless lags significantly behind languages and humanities (28.1%). Within the law, economics and social sciences subject group, careers paths are largely comparable, with doctorates and habilitations proving to be the decisive barriers. One exception is "Business Engineering", where enrolment on first degree courses is the main hurdle, in common with traditional engineering. The low proportion of women, just over 10% of first-year students, taking this subject does however remain constant up to the qualification levels of doctoral student and professor.

The Center of Excellence Women and Science, CEWS, produced a special evaluation on "Cohort Analysis and Transfer Rates" for the 9<sup>th</sup> update to the data on women in leadership positions in academia and non-academic research establishments, and in so doing provided for the first time a retrospective analysis of career paths in research based on data about academic appointments and differentiated by subject group (BLK 2005). With the 11<sup>th</sup> update, the analysis provided was further differentiated at individual subject level (e.g. law) (CEWS 2007).<sup>14</sup> Unfortunately no data is available on academic appointments differentiated by subject, however it is known from the studies at subject group level that, for the vast majority of subjects, the proportion of women making successful applications for their first professorship (W2 professor) is not lower than the proportion awarded habilitations (cf. Figure 1). Within the law, economics, and social sciences subject group, the proportion of women attaining professor level is in fact higher than the proportion gaining habilitation (cf. Figure 2).<sup>15</sup> Working on the basis of these findings, it is possible to produce a subject-specific analysis for career paths up to habilitation, which allows relevant subject-specific statements to be made about the respective progression of women and men in the scientific qualification process.

---

<sup>14</sup> See also Lind 2007, Lind / L other 2007, Wissenschaftsrat 2007, HRK 2006, L other 2006 for further information on the development and utilisation of this method of retrospective analysis of career paths.

<sup>15</sup> Possible reasons for this situation are discussed below (see page 22).

The analysis that follows for the subjects of law, economics, and social sciences is the last in the series of subject-specific studies into qualification paths. Previous studies have analysed the languages/humanities (CEWS 2007) and natural sciences/mathematics (CEWS 2008) subject groups. This report details an investigation of the five major subjects in this group, namely politics, social sciences, law, economics, and Business Engineering, which covers 80% of all students in the group (including students at universities of applied sciences) in 1994 when the data was collected.

## 1. Methodology

An idealised typical qualification path was reconstructed based on habilitations in the years 2006-2008. The respective proportions of women and men at each of the decisive qualification levels was calculated as follows: first-year students 1990-1992, students 1994, final degrees 1996-1998, and doctorates 2000-2002. The choice of these time periods was discussed in the 9<sup>th</sup> update to the data (BLK 2005: Sonderauswertung: 1-2).

The stock data on the proportion of women holding professorships and full-time scientific posts are – with adjustments – incorporated in the graphical representation of the data.<sup>16</sup> This data cannot be used for (end) points in a retrospective trend analysis, as the professors covered include people with ages ranging from mid-thirties to late-sixties. There were far fewer women studying when the cohort of those now aged over 60 were starting their scientific careers than there are today for the present 30-40 year cohort. The potential available number of qualified female scientists therefore changes with time. This situation is clearly apparent in admissions data, but not however in the stock data.

The subjects investigated are studied at both traditional universities and universities of applied sciences. However, since generally speaking it is almost always final degrees from traditional universities that lead onto research careers, the data on first-year students, returning undergraduates, and final degrees is taken from traditional universities only. In terms of numbers, this exclusion of the universities of applied sciences is primarily relevant for economics and Business Engineering, with 46% of economics students and 56% of Business Engineering students studying at a university of applied sciences in 1994. It was not possible to distinguish between first-year students and returning students according to final degrees, however distortion due to teaching degree programs, which do not generally lead to a further research qualification, is not to be expected, as the subjects considered, such as economics, cannot usually be studied to gain a teaching qualification for primary and secondary education or secondary school level I. Of the social sciences, only the data for the subjects "social science" and "sociology" were included, with "social work" being excluded.

---

<sup>16</sup> The full-time scientific staff category includes professors, lecturers and assistants, scientific and artistic staff, and teaching staff for specialist tasks. The professors group includes C2-C4 professors and W1, W2, and W3 professors. Both these allocations correspond to those of the German Federal Statistical Office. When W1 professors are removed from the calculation, the proportion of women in the "law, economics, and social sciences" group decreases from 10.7% to 10.3% (2007).

The following qualifications were included in the data for final degrees:

- Diplom (traditional university) and equivalent final examinations
- Teaching degrees

After applying these limitations, over half of the student body was still included. The proportion of women in this subset – that is, limited to traditional universities and a selection of specific subjects – was 37%, while the overall proportion of women studying law-, economics, and social sciences was 41% (1994).

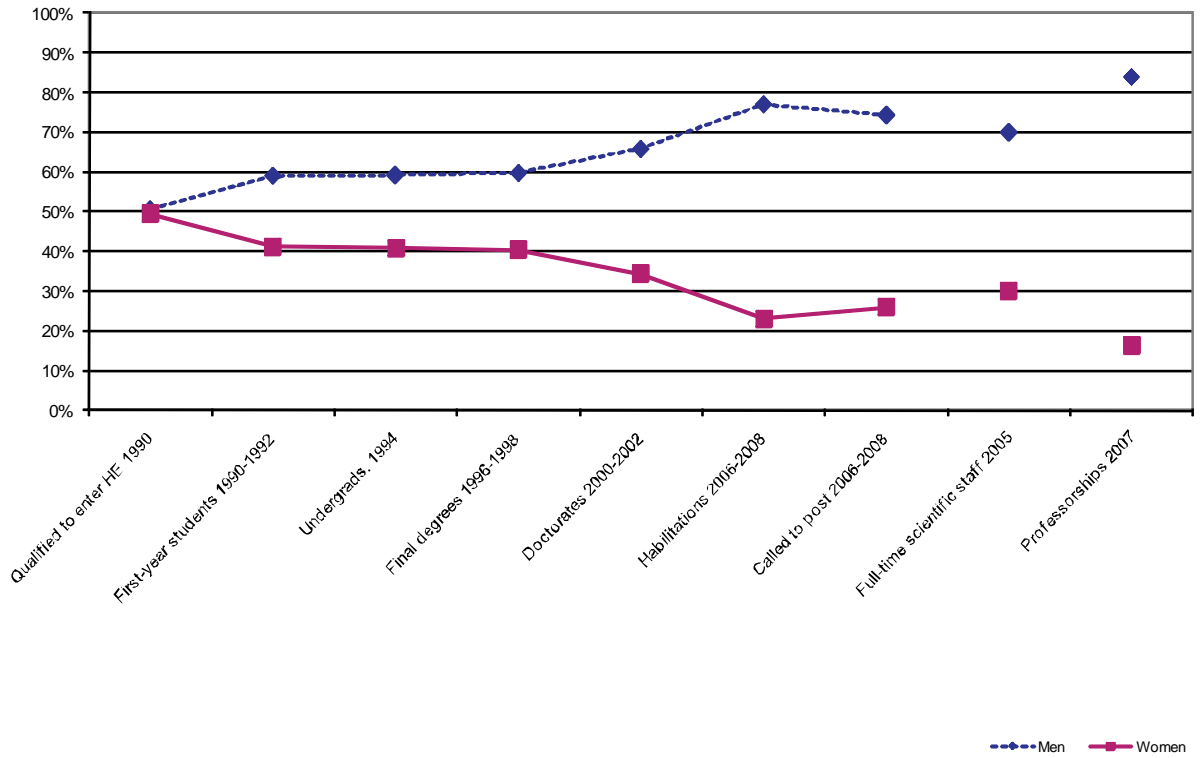
## 2. Comparison of law, economics, and social sciences with other subject groups

We know from the special evaluation of 2005 that in subjects with a disproportionately high number of female students (languages/humanities, arts/art history, and veterinary medicine, each with over 60%) the difference between the proportion of women starting their studies and the proportion of women called to professorships is particularly high. The law, economics, and social sciences subject group has a similar proportion of female students to the average over all groups and the idealised typical career path is also comparable. The first loss of potential female talent occurs at the transition to higher education: at the start of the 1990s, significantly fewer women than men with a higher education entrance qualification took the opportunity to study further.<sup>17</sup> The proportion of women drops significantly at the transition to doctorate and further again for habilitation (cf. Figure 1 and Figure 2). Although across all subject groups the habilitation, in general, presents a greater barrier even than the doctorate, the proportion of women in the law, economic, and social sciences group falls more significantly at doctorate level (14 percent versus 7 percent for all subject groups) than it does for habilitations (6 percent versus 11 percent across all subject groups). Law, economics, and social sciences is similar to languages and humanities in that the doctorate is the greater hurdle, with the latter group also seeing a greater loss of female potential at the transition to doctorate.

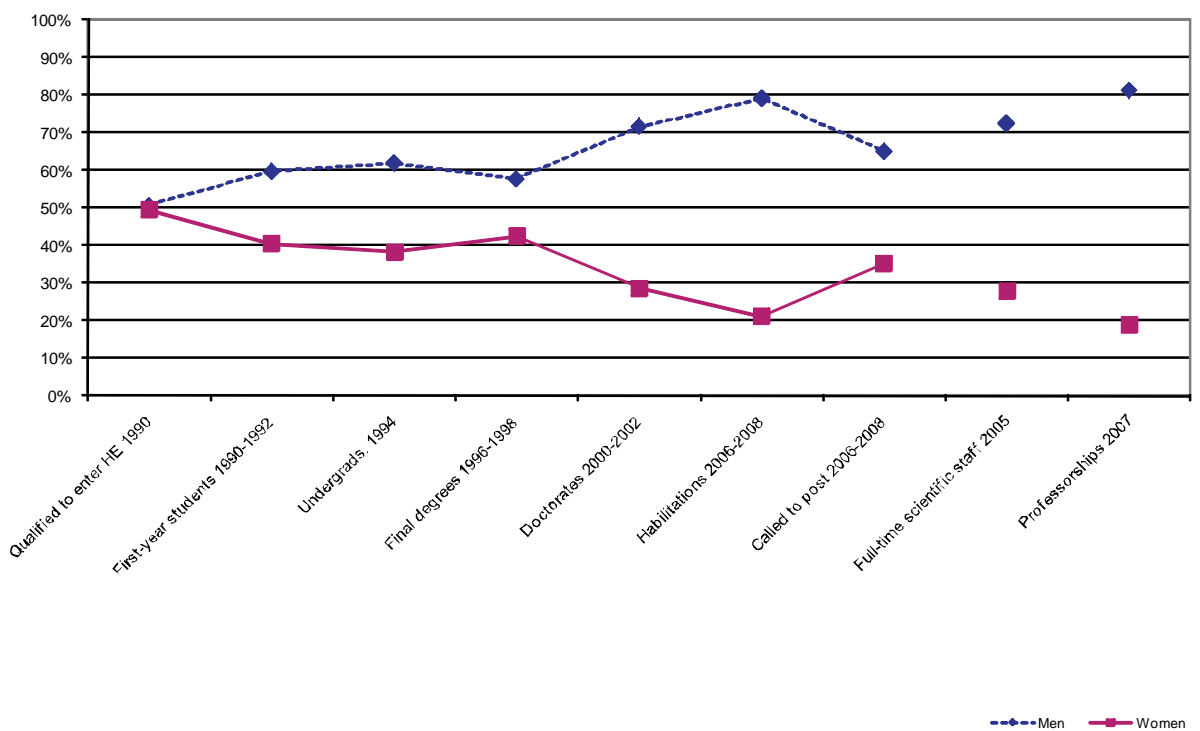
---

<sup>17</sup> Cf. Heine et al. 2004. The gross proportion of students entering higher education half a year after gaining school qualifications in 1990 was 69% for women and 82% for men.

**Figure 1 Retrospective career paths up to call to professorship, 1990-2008, all subject groups**



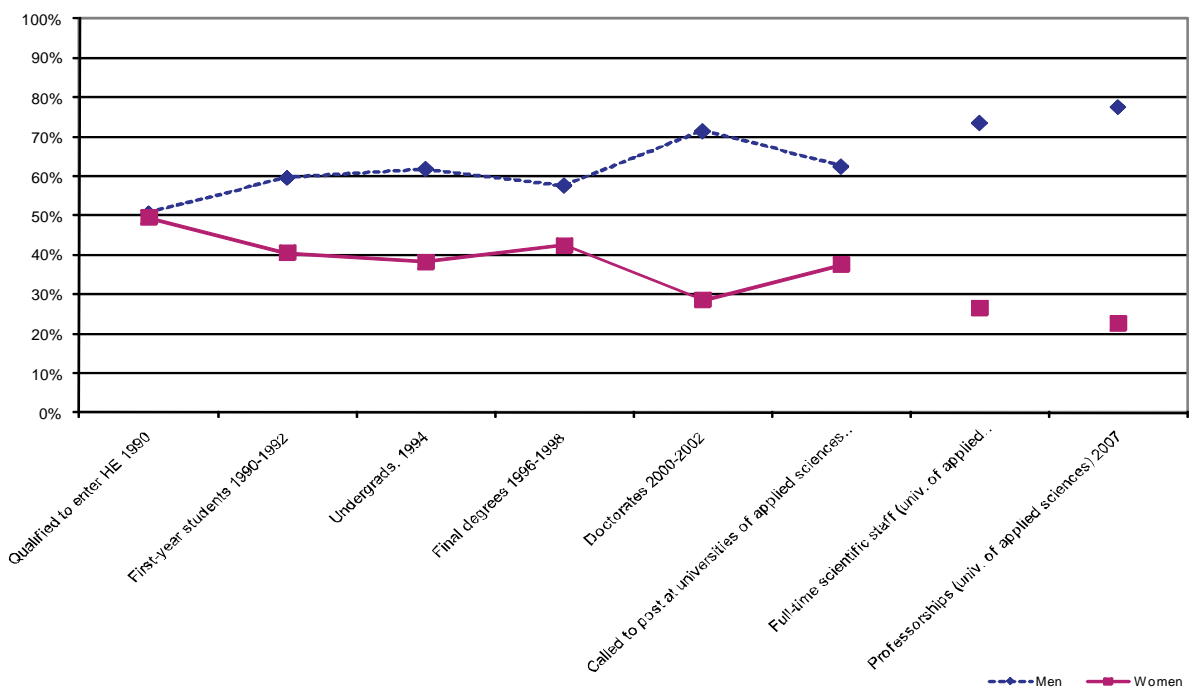
**Figure 2 Retrospective career paths up to call to professorship, 1990-2008, subject group law, economics, and social sciences**



It is notable that the proportion of women called to their first professorship is significantly higher than the proportion of women gaining habilitation, whereas averaged across all subject groups the proportion of women is approximately the same at both levels. It is proposed that this can be at least partly explained by the fact that professorships at universities of applied sciences are very prominent in this subject group. For these professorships, habilitation and similar achievements are of less importance than a doctorate accompanied by professional experience: 53% of all professorships in law, economics, and social sciences in 2007 were found at universities of applied sciences, with 42% at traditional universities. 63% of female professors work at universities of applied sciences, compared to 51% of male professors.<sup>18</sup>

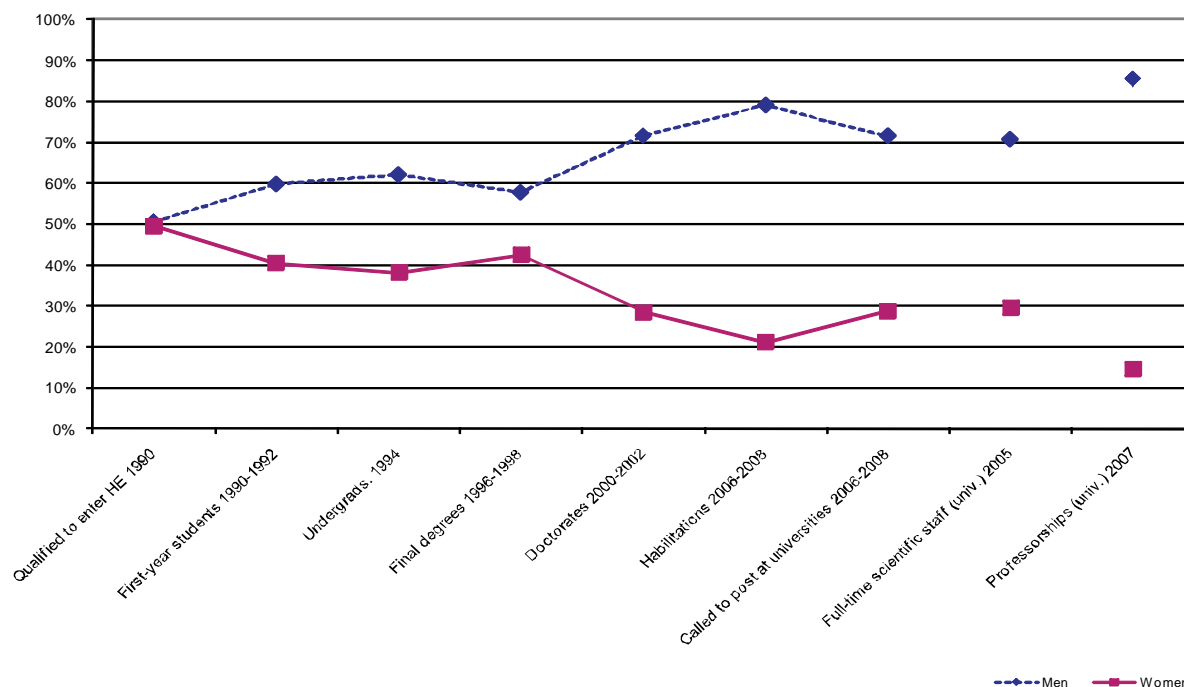
It therefore seems useful to consider career paths at traditional universities and universities of applied sciences (excluding public administration colleges) separately.

**Figure 3 Retrospective career paths up to call to professorship at universities of applied sciences, 1990-2008, subject group law, economics, and social sciences**



<sup>18</sup> Calculated by CEWS based on data from the German Federal Statistical Office. The remaining proportion is accounted for by art colleges and public administration colleges.

**Figure 4 Retrospective career paths up to call to professorship at traditional universities, 1990-2008, subject group law, economics, and social sciences**



In 2008, 273 new W2 professors were appointed in law, economics, and social sciences at universities of applied sciences, compared to 95 professors at traditional universities. The proportion of women in these appointments was 41% at universities of applied sciences, but only 30% at traditional universities (cf. Tables 5.2.1 and 5.2.2. in the data section). For the years 2006-2008, which are considered as a block for the purpose of this analysis, 38% of calls professorships in law, economics, and social sciences went to women, whereas at traditional universities the figure was 29% (cf. Figure 3 and Figure 4). Within the law, economics, and social sciences subject group, the overall proportion of female professors at universities of applied sciences is also significantly higher than at traditional universities (22.5% at universities of applied sciences versus 14.7% at traditional universities). If however the respective qualification requirements – a doctorate at a university of applied sciences and a habilitation for traditional university professors – are correlated to the appointments, then the difference between the two types of university disappears. At both traditional and applied sciences universities, the proportion of women called to professorships in law, economics, and social sciences is higher than the number of women earning the qualifications needed to apply, by between 8 and 9 percentage points. At both kinds of institution, the proportion of women holding professorships overall is 14-15 percentage points lower than the proportion called to post.

The high proportion of professorships at universities of applied sciences, where the prerequisite qualification of a doctorate means there is a larger pool of qualified female researchers than there is at the traditional universities, does not alone sufficiently explain the high proportion of women called to professorships in law, economics, and social sciences. On the contrary,



it is the case that at both universities of applied sciences and traditional universities there is a higher proportion of female W2 professors than the proportion of women holding the preceding level of qualification would lead to suggest. From the statistical analysis it is possible to infer that there is an active, equality-oriented policy for appointments to professorships in this subject group. This pattern is not new, as can be seen in Figure 5: since 1997, when survey data on professorship appointments was first collected, the proportion of women called to professorships has almost always been higher than the proportion earning the required qualifications.

**Figure 5 Proportions of successful applications to C3/W2 professorships made by women at traditional universities and for C2/W2 professorships at universities of applied sciences, also showing doctorates and habilitations, 1997-2008, law, economics, and social sciences**<sup>19</sup>

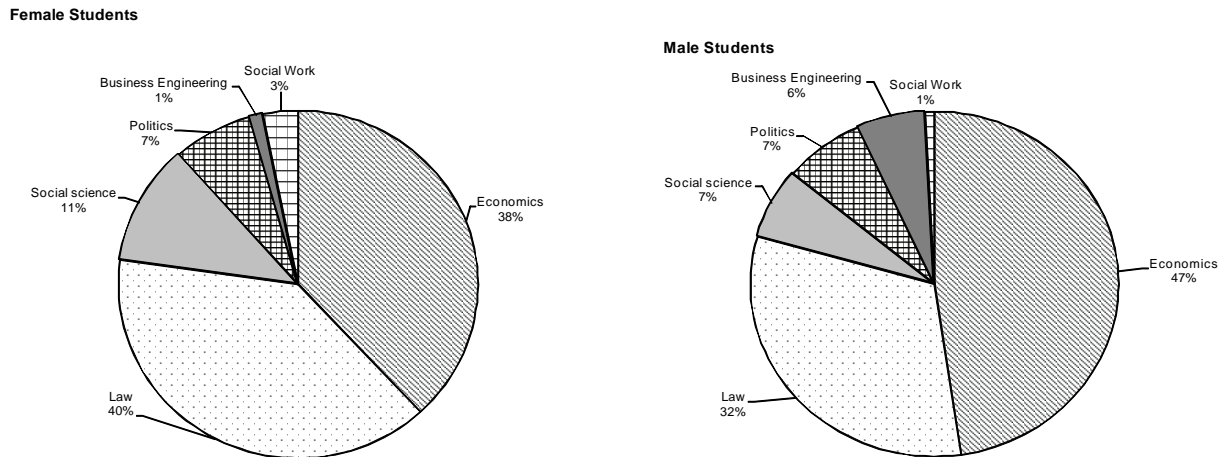


In contrast to the mathematics and natural sciences subject group, there are no clearly dominant gender-specific subject choices within the subject group "law, economics and social sciences", however differences do become apparent when a distinction is made between traditional and applied sciences universities. At traditional universities, over three-quarters of all students in this subject group study either law or economics (cf. Figure 6). However, whereas for men economics is by far the most popular subject with 50%, women favour economics and law equally. At universities of applied sciences the differences are more clearly defined (cf. Figure 7). At over 60%, economics is easily the most popular subject with men. Contrastingly, almost equal numbers of female students at universities of applied sciences are enrolled on social

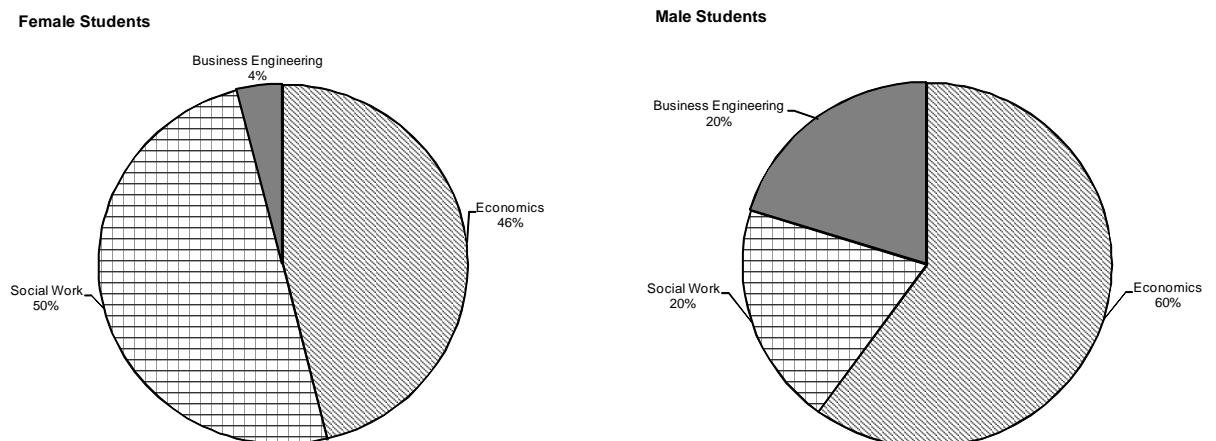
<sup>19</sup> Data sources: Data on professorship appointments from BLK and GWK. Doctorate and habilitation data from German Federal Statistical Office. The data for 2002 appears to be incomplete: the data from the BLK accounts for 30 calls to C2 professorships in law, economics, and social sciences at universities of applied sciences, compared to 205 in 2001 and 169 in 2003.

work and economics courses. In the case of Business Engineering there are clear gender disparities. Business Engineering hardly registers at all on the radar of female students studying at either type of university, whereas at universities of applied sciences this subject is studied by 20% of men, the same number as take social work.

**Figure 6 Distribution of female and male students across the various subjects (1994, traditional universities)**



**Figure 7 Distribution of female and male students across the various subjects (1994, universities of applied sciences)**



The following section investigates whether, and in what manner, the subjects of law, economics, and social sciences differ in terms of the qualification paths followed by women and men.

### 3. Law, social sciences, politics, and economics

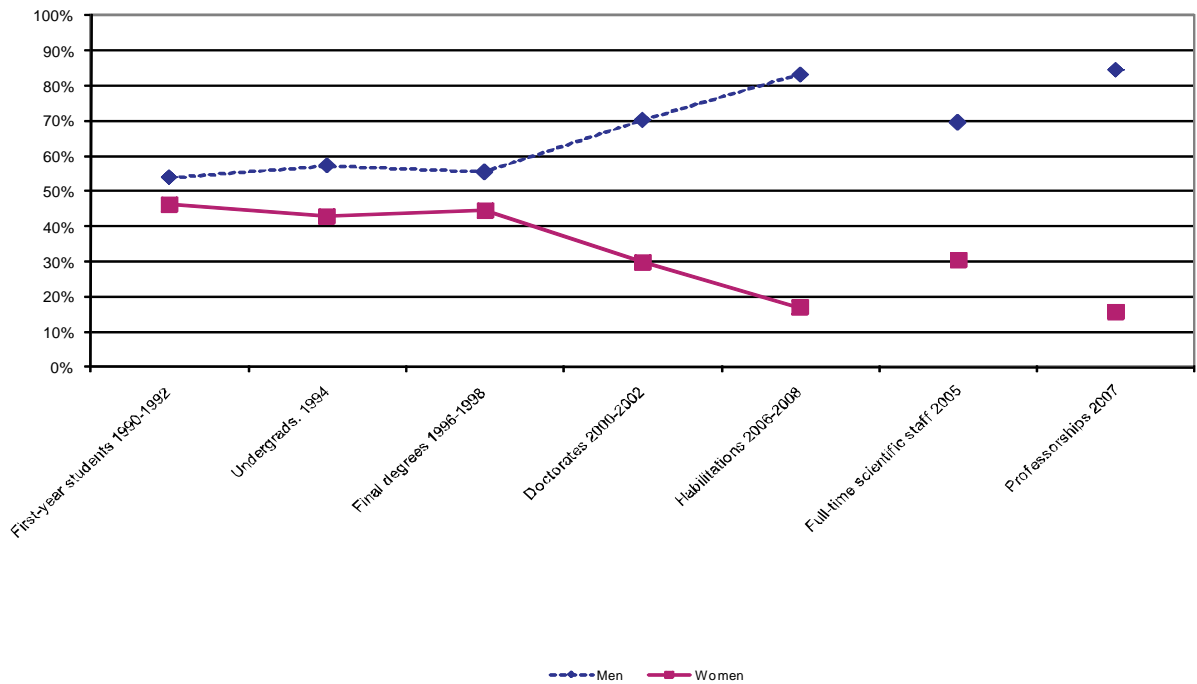
Taken as a group, the subjects of law, economics, and social sciences (with the exception of Business Engineering) demonstrate similar patterns of career progression. As for the subject group taken as a whole, the doctorate and the habilitation prove to be the decisive qualification level at which the proportion of women falls in the individual subjects too. Differences are apparent, however, in the extent of the loss of potential female talent.

The greatest loss is seen in the subject of law (cf. Figure 8). From an equal gender ratio at final degree level, the proportion of women falls by 15 percentage points with the transition to doctorate, and by a further 13 percentage points at habilitation. At 16.5%, the doctorate rate (number of degree holders earning a doctorate four years later) for men is almost double that of women (8.7%). One reason for the particular difficulty of integrating women into a research career in this subject may lie in the fact that until the early 1970s the subject of law was still a decidedly male domain, with women making up only 15% of students against an average of 30% across all subjects. By the end of the 1980s, the subject had transformed itself into one with an equal student gender ratio, and since the middle of the same decade the proportion of women in this subject group has been slightly higher than the average for all subjects taken together. Further reasons specific to the subject, such as job prospects for new students and gender-driven choice of specialism, merit further investigation.<sup>20</sup>

---

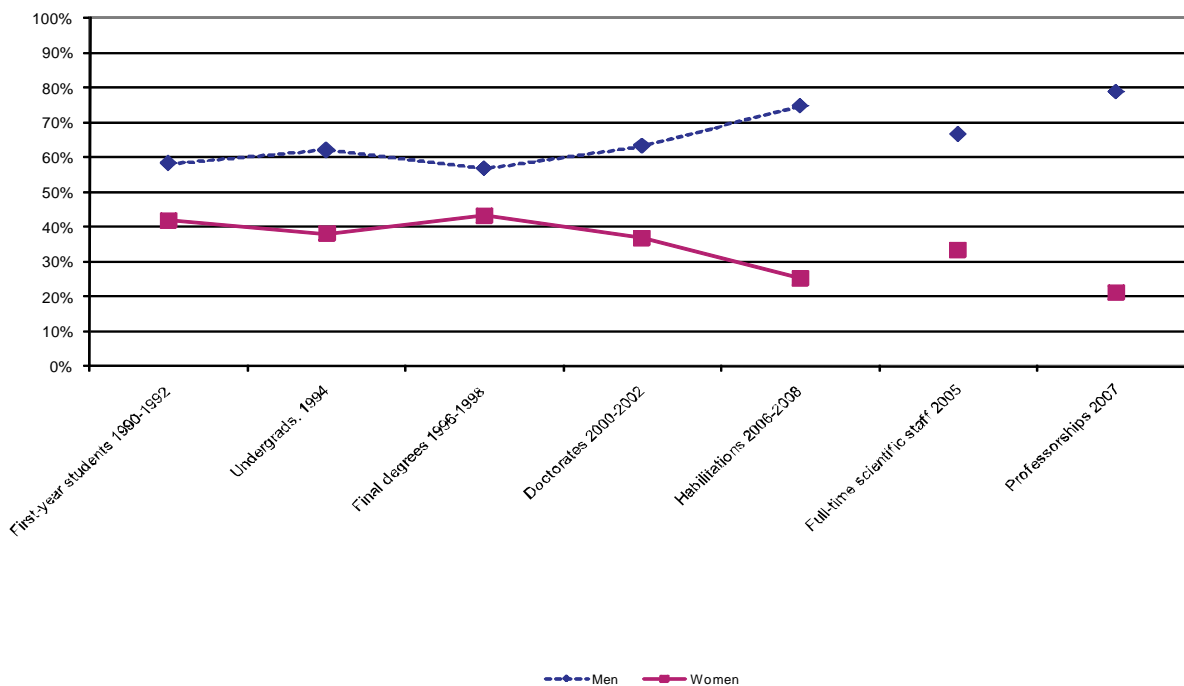
<sup>20</sup> It is pertinent that the field of feminist law has developed, with its own literature, during the period of study (cf. Baer 2004), while there have been no subject-specific studies on the situation for women in law.

**Figure 8 Retrospective career paths up to call to professorship, 1990-2008, law**



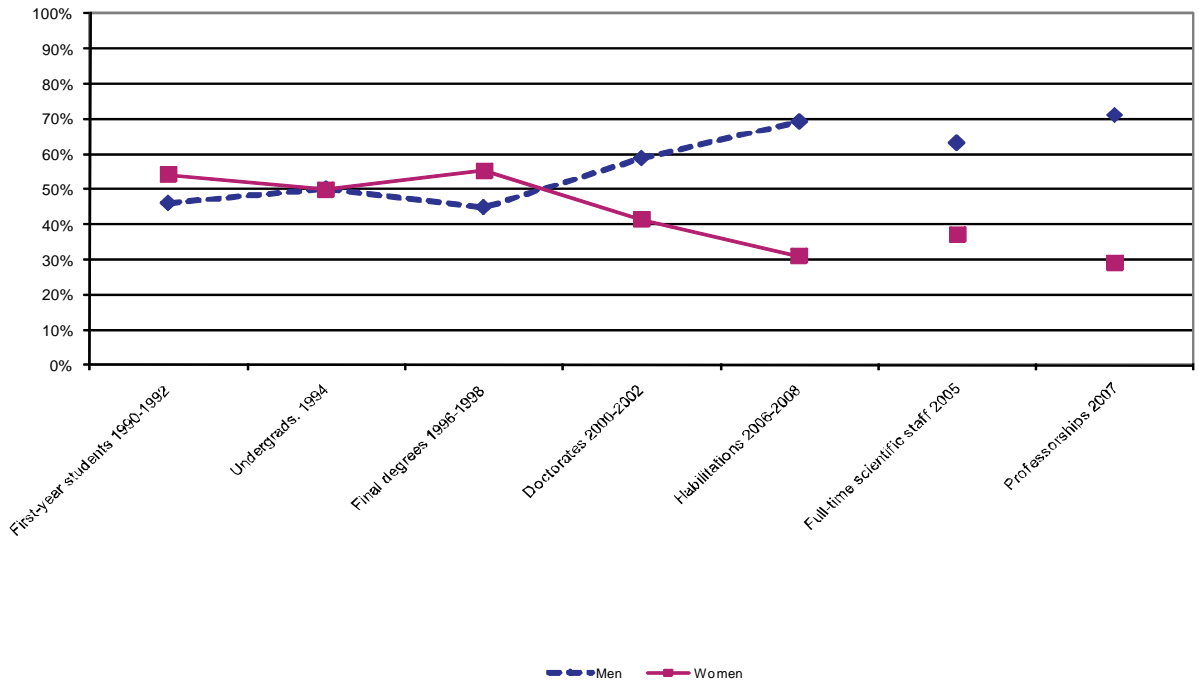
Politics courses had around 40% female students at the start of the 1990s, a similarly high proportion to law, but nonetheless a relatively low number returned to pursue further qualifications for a career in research. In fact, the loss at the transition from doctorate to habilitation is similarly high at 12 percentage points. However, compared to law, economics, and social sciences taken together, the total number did not fall so heavily between final-degree and doctorate (7 percentage points). The doctorate rate for women and men differs by 4 percentage points (17.6% versus 13.4%). This notwithstanding, the proportion of female professors in politics is further below the proportion of women awarded habilitations than it is in the other subjects studied.

**Figure 9 Retrospective career paths up to call to professorship, 1999-2008, politics**



A similarly high loss of women as for law is seen in the social sciences, the only subject studied that had over 50% female undergraduates (cf. Figure 10). With the transition from final degree to doctorate, the proportion of women falls by 14 percentage points, and then by a further 10 percentage points at the habilitation qualification stage. The doctorate and habilitation therefore prove to present a similarly difficult obstacle. Overall, the social sciences nonetheless have the highest proportion of women progressing to doctorates, habilitations, and professorships of any of the subjects investigated.

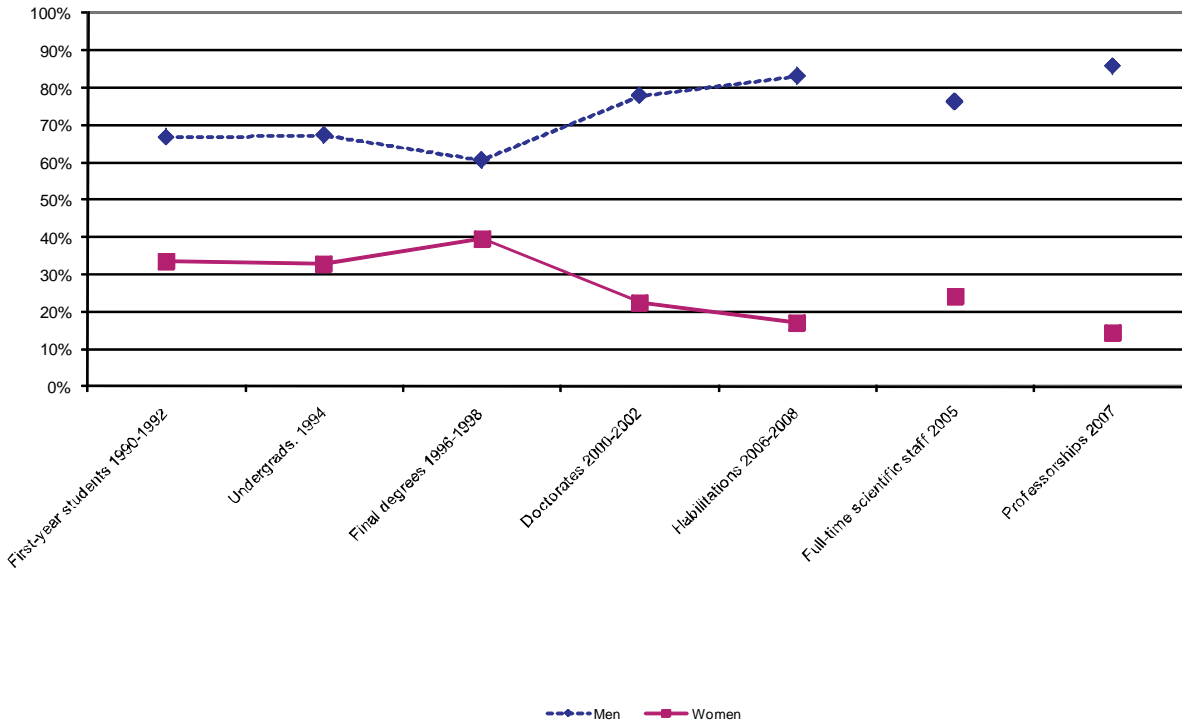
**Figure 10 Retrospective career paths up to call to professorship, 1990-2008, social sciences**



Similarly to law, economics was a male-dominated subject in the 1970s, with the proportion of female students in 1972 a mere 11%. Even among the students starting their degree courses in the 1990s, who were the subject of this study, the proportion of women was still only a third, and as such considerably lower than the proportion studying law, social sciences, and politics. The doctorate proves to represent a particular hurdle to further progression, with the proportion of women dropping by 17 percentage points compared to final degrees. For economics, the doctorate rate for both women and men is significantly lower than in the other three subjects, with women graduating in economics choosing to study for a doctorate less often still than their fellow students.<sup>21</sup> With the transition to habilitation, the returning student rate of 5% is again similarly low.

<sup>21</sup> For gender-specific information on recipients of doctoral degrees in economics, please refer to Krell et al. 2005.

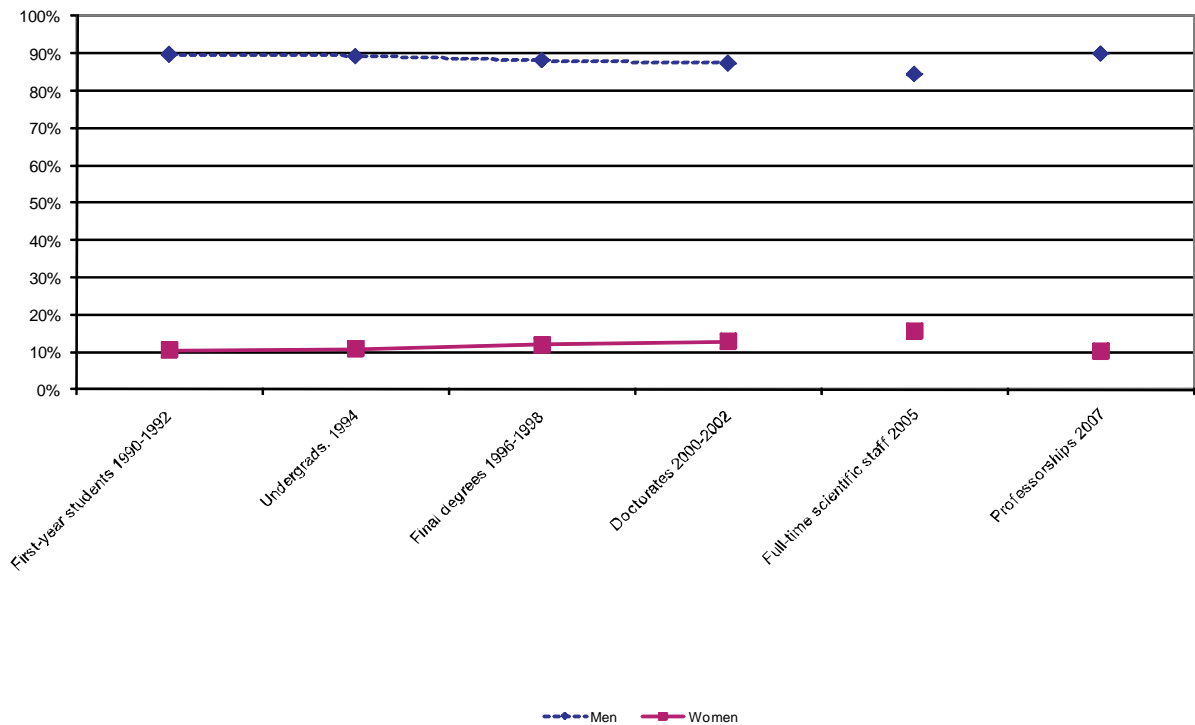
**Figure 11 Retrospective career paths up to call to professorship, 1990-2008, economics**



## 4. Business Engineering

The pattern of gender-specific qualification paths for the subject "Business Engineering" falls outside that for the rest of the group of subjects investigated thus far, placing the subject closer to engineering (Lind / Löther 2007): Here, the decisive barrier is the number of women opting to study the subject in the first place, with a relatively high proportion of women progressing to the higher levels of qualification. At the start of the 1990s, 10% of Business Engineering students were women – at doctorate level the proportion rises to 12%. The higher doctorate rate for female Business Engineering students may – as for the engineering subject group – be attributable to conditions outside academia. Schreyer showed in her study that female engineers have lower career expectations than men (Schreyer 2008). Habilitations could not be taken into account for this subject, as no habilitations were recorded in the years considered. For this subject, the habilitation – similarly to engineering in general – has no relevance for an academic career at a higher education institution. Unlike other subjects, at 10.2% the proportion of women professors is on the same level as the number of degree students.

**Figure 12 Retrospective career paths up to call to professorship, 1990-2008, Business Engineering**

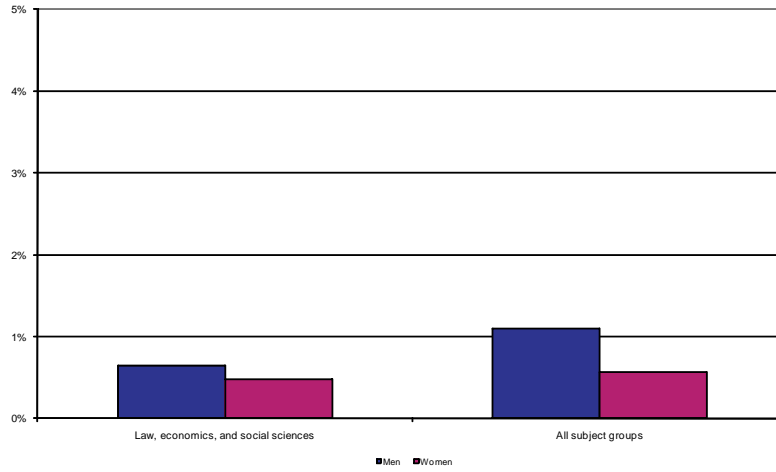


## 5. Conclusion

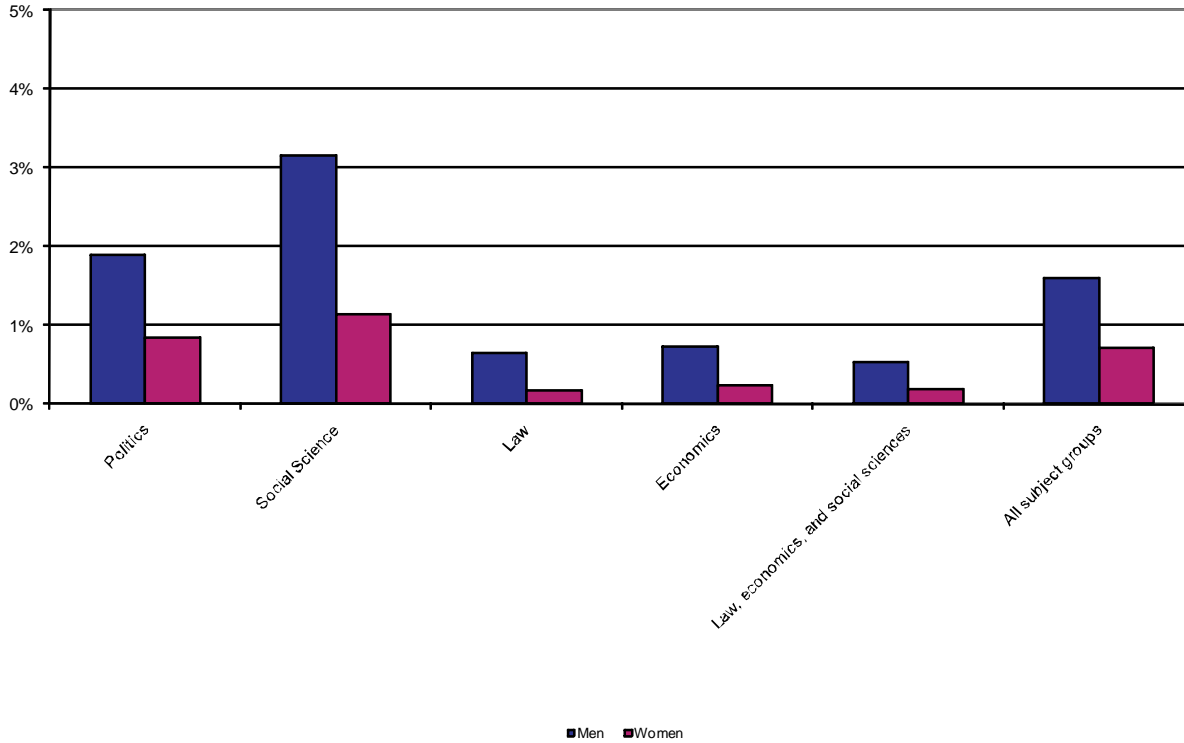
In the subject group law, economics, and social sciences, female and male graduates have almost the same likelihood of being called to a W2 professorship (0.5% versus 0.6%), whereas averaged across all subjects, male graduates are nearly twice as likely to reach this level (0.6% versus 1.1%, cf. Figure 13). The basis for this almost equal level of opportunity is the proportion of women called to professorships, which at both traditional universities and universities of applied sciences is higher than the proportion of women holding the relevant qualifications or studying for a doctorate. Conversely, the chances of being awarded a habilitation are highly dissimilar for the two genders: male graduates in law, economics, and social sciences subject group are three times more likely to gain this qualification than female graduates (cf. Figure 14). Women graduating in law and economics have a particularly poor chance of reaching this qualification level compared to their male counterparts.



**Figure 13 Likelihood of female and male graduates being called to a professorship<sup>22</sup>**



**Figure 14 Likelihood of female and male graduates being awarded a habilitation<sup>23</sup>**



<sup>22</sup> This likelihood is calculated as the ratio the number of calls in 2006-2008 to the number of final degrees in 1996-1998.

<sup>23</sup> This likelihood is calculated as the ratio the number of habilitations in 2006-2008 to the number of final degrees in 1996-1998.

Retrospective analysis of idealised typical career paths shows broad similarities between the individual subjects within the law, economics, and social sciences subject group. The exception is the engineering-influenced and male-dominated subject of "Business Engineering", where the key barrier for women is enrolment on degree courses. The few women – less than 10% – that do however study this subject enjoy an equal chance of gaining a doctorate to men. By contrast, in subjects with a balanced gender ratio (law, social sciences, politics) and also economics (with a third women), doctorates and habilitations proved to be the main barriers, albeit by varying degrees. It can be concluded therefore that in the core subjects of the law, economics and social sciences subject group there is a potential pool of female research talent that is going unused.

## 6. Bibliography

- Baer, Susanne (2004): *Normen zwischen Zwang, Konstruktion und Ermöglichung – Gender Studies zum Recht*. In: Ruth Becker, Beate Kortendiek / Barbara Budrich (Hg.), *Handbuch Frauen- und Geschlechterforschung : Theorie, Methoden, Empirie* Wiesbaden: Verlag für Sozialwissenschaften S. 643-651.
- BLK, Bund-Länder-Kommission für Bildungsplanung und Forschungsförderung (2005): *Frauen in Führungspositionen an Hochschulen und außerhochschulischen Forschungseinrichtungen - Neunte Fortschreibung des Datenmaterials, (Materialien zur Bildungsplanung und zur Forschungsförderung; Heft 129)* Bonn (URL: <http://www.blk-info.de/fileadmin/BLK-Materialien/heft129.pdf>).
- CEWS, Kompetenzzentrum Frauen in Wissenschaft und Forschung (2007): *Retrospektive Verlaufsanalyse von Karriereverläufen in den Geisteswissenschaften*. In: Bund-Länder-Kommission für Bildungsplanung und Forschungsförderung BLK (Hg.), *Chancengleichheit in Wissenschaft und Forschung - 11. Fortschreibung des Datenmaterials (2005/06) zu Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen*. Bonn: S. 15-27.
- CEWS, Kompetenzzentrum Frauen in Wissenschaft und Forschung (2008): *Retrospektive Verlaufsanalyse von Karriereverläufen in der Mathematik und ausgewählten Naturwissenschaften*. In: Gemeinsame Wissenschaftskonferenz GWK (Hg.), *Chancengleichheit in Wissenschaft und Forschung - 12. Fortschreibung des Datenmaterials (2006/07) zu Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen*. Bonn: S. 15-26.
- Heine, Christoph/ Heike Spangenberg, et al. (2004): *Studienberechtigte 2002 ein halbes Jahr nach Schulabgang. Ergebnisse der ersten Befragung der Studienberechtigten 2002 und Vergleich mit den Studienberechtigten 1990, 1994, 1996 und 1999 - eine vergleichende Länderanalyse, (HIS-Kurzinformation A1/2004)* Hannover (URL: [http://www.his.de/pdf/pub\\_kia/kia200401.pdf](http://www.his.de/pdf/pub_kia/kia200401.pdf)).
- HRK, Hochschulrektorenkonferenz (2006): *Frauen fördern. Empfehlungen zur Verwirklichung der Chancengleichheit im Hochschulbereich (Empfehlungen des 209. Plenums*

- der HRK vom 14.11.2006), (URL: [http://www.hrk.de/de/download/dateien/Empfehlung\\_Frauen.pdf](http://www.hrk.de/de/download/dateien/Empfehlung_Frauen.pdf)).
- Krell, Gertraude/ Renate Ortlieb, et al. (2005): *Wirtschaftswissenschaftlerinnen und Akademische Karriere : Befragungen von Studierenden, wissenschaftlichen Mitarbeiterinnen und Professoren zum Promovieren am Fachbereich Wirtschaftswissenschaft der Freien Universität Berlin* (Diskussionsbeiträge des Instituts für Management). Berlin: Freie Universität Berlin.
- Lind, Inken (2007): *Ursachen der Unterrepräsentanz von Wissenschaftlerinnen - Individuelle Entscheidungen oder Strukturelle Barrieren?* In: Wissenschaftsrat (Hg.), *Exzellenz in Wissenschaft und Forschung. Neue Wege in der Gleichstellungspolitik. Dokumentation der Tagung am 28./29. November 2006 in Köln*. Köln Wissenschaftsrat S. 59 - 86.
- Lind, Inken / Andrea Löther (2007): *Chancen für Frauen in der Wissenschaft - eine Frage der Fachkultur?: Retrospektive Verlaufsanalysen und aktuelle Forschungsergebnisse*. In: Schweizerische Zeitschrift für Bildungswissenschaften 29 (2), S. 249-271.
- Löther, Andrea (2006): *Von der Studentin zur Professorin. Eine Analyse zum Frauen- und Männeranteil im wissenschaftlichen Qualifikationsprozess*. In: *Forschung & Lehre* (11), S. 634-635.
- Schreyer, Franziska (2008): *Akademikerinnen im technischen Feld : der Arbeitsmarkt von Frauen aus Männerfächern* (IAB-Bibliothek). Frankfurt am Main: Campus Verlag.
- Wissenschaftsrat (2007): *Empfehlungen zur Chancengleichheit von Wissenschaftlerinnen und Wissenschaftlern*, Berlin (URL: <http://www.wissenschaftsrat.de/texte/8036-07.pdf>).

## Part III

# Appendix with Comprehensive Statistics

**on**

**Equal Opportunities in Science and Research**

**13<sup>th</sup> Update to the Data (2007/2008)**

**on Women in Academia**

**and Non-academic Research Establishments**



# **Contents**

## **1. Proportion of women in education and research All higher education (HE) institutions (1992-2007)**

---

- 1.1 Proportion of women for all HE institutions
  - 1.1.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.1.2 From 2002 to 2005
  - 1.1.3 From 2006 to 2007
  - 1.1.4 *Chart*: Proportion of women in education and research, 2007
- 1.2 Proportion of women in subject group languages and humanities
  - 1.2.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.2.2 From 2002 to 2005
  - 1.2.3 From 2006 to 2007
- 1.3 Proportion of women in subject group mathematics and natural sciences
  - 1.3.1 Average for years 2002 to 2006
  - 1.3.2 From 2002 to 2005
  - 1.3.3 From 2006 to 2007
- 1.4 Proportion of women in subject group engineering
  - 1.4.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.4.2 From 2002 to 2005
  - 1.4.3 From 2006 to 2007
- 1.5 Proportion of women in subject group human medicine
  - 1.5.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.5.2 From 2002 to 2005
  - 1.5.3 From 2006 to 2007
- 1.6 Proportion of women in MINT subjects in 2007

## **2. All doctorates and doctorates awarded to women**

---

- 2.1 Grouped by federal state, 1992 to 2007
- 2.2 Grouped by subject group, 1992 to 2007

## **3. All habilitations and habilitations awarded to women**

---

- 3.1 Grouped by federal state, 1992 to 2007
- 3.2 Grouped by subject group, 1992 to 2007

## **4. All professorships and women holding professorships, grouped by type of HE institution**

---

- 4.1 Grouped by type of HE institution and seniority
  - 4.1.1 All professorships, grouped by type of HE institution and seniority, averages 1992-1996, 1997-2001, 2002-2006
  - 4.1.2 All professorships, grouped by type of HE institution and seniority, 2002-2007
  - 4.1.3 All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.4 *Chart*: Proportion of women holding C4/W3 professorships (1992 to 2007, all HE institutions)
  - 4.1.5 Languages/humanities: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.6 *Chart*: Languages/humanities, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.7 Mathematics/natural sciences: All professorships and C4/W3 professorships, all types of HE institution, 2007
  - 4.1.8 *Chart*: Mathematics/natural sciences, all professorships and C4/W3 professorships, all types of HE institution, 2007
  - 4.1.9 Engineering: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.10 *Chart*: Engineering, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.11 Human medicine: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
  - 4.1.12 *Chart*: Human medicine, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.2 Grouped by federal state and type of HE institution
  - 4.2.1 From 1992 to 1994
  - 4.2.2 From 1995 to 1997
  - 4.2.3 From 1998 to 2000
  - 4.2.4 From 2001 to 2003
  - 4.2.5 From 2004 to 2006
  - 4.2.6 In 2007
  - 4.2.7 *Chart*: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2007

## 5. Applications, shortlist places gained, calls to post, and appointments by/of women for professorships in higher education (1997-2008)

---

- 5.1 Grouped by type of HE institution and seniority
  - 5.1.1 Professorships held at all higher education institutions (overview 1997-2008)
  - 5.1.2 Professorships held, grouped by type of HE institution (overview 1997-2007)
  - 5.1.3 Professorships held, grouped by type of HE institution (overview 2008)
  - 5.1.4 In 2008
- 5.2 Grouped by seniority and subject group
  - 5.2.1 - Universities (excl. art and music colleges) in 2008
  - 5.2.2 - Universities of applied sciences in 2008
- 5.3 Grouped by type of HE institution/seniority and federal state
  - 5.3.1 Overview: Proportion of women at application, shortlist, and call to post stage, grouped by federal state, 2008
  - 5.3.2 - Universities (excl. art and music colleges) - In 2008, W3-W1, and overall
  - 5.3.3 - Art and music colleges - W3-W1 and overall, 2008
  - 5.3.4 - Universities of applied sciences - W3, W2 – in-house and overall, 2008

## 6. Proportion of women in academic leadership positions

---

- 6.1 From 1996 to 2008
- 6.2 *Charts* showing proportion holding various positions
- 6.3 Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2008
- 6.4 *Chart*: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2008

## 7. All personnel and female personnel in leadership positions at non-academic research establishments (FhG, HGF, MPG, WGL) Grouped by seniority, 1992 to 2008

---

- 7.1 Averages for years 1992-1996, 1997-2001, 2002-2006
- 7.2 From 2002 to 2008

## 8. Women on supervisory boards within the Hermann von Helmholtz Association German research centres

---

- 8.1 Women on supervisory boards within the Hermann von Helmholtz Association German research centres, from 1997 to 2008

## 9. Proportion of women employed on scientific staff of non-academic research institutions

---

### 9.1 Newly filled positions on scientific staff (2008)

- 9.1.1 Grouped by seniority/role and length of contract, FhG
- 9.1.2 Grouped by seniority/role and length of contract, HGF
- 9.1.3 Grouped by seniority/role and length of contract, MPG
- 9.1.4 Grouped by seniority/role and length of contract, WGL
- 9.1.5 Grouped by seniority/role and length of contract, FhG, HGF, MPG, and WGL combined

### 9.2 Stock data: Proportion of women employed on scientific staff (2008)

- 9.2.1 Grouped by seniority/role, FhG
- 9.2.2 Grouped by seniority/role, HGF
- 9.2.3 Grouped by seniority/role, MPG
- 9.2.4 Grouped by seniority/role, WGL
- 9.2.5 Grouped by seniority/role, FhG, HGF, MPG, and WGL combined

### 9.3 Proportion of women employed on scientific staff, overall

- 9.3.1 *Chart*: Proportion of women employed on scientific staff, overall (2008)

## **1. Proportion of women in education and research**

### **All higher education (HE) institutions (1992-2007)**

---

- 1.1 Proportion of women at all HE institutions
  - 1.1.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.1.2 From 2002 to 2005
  - 1.1.3 From 2006 to 2007
  - 1.1.4 Chart: Proportion of women in education and research, 2007
  
- 1.2 Proportion of women in subject group languages and humanities
  - 1.2.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.2.2 From 2002 to 2005
  - 1.2.3 From 2006 to 2007
  
- 1.3 Proportion of women in subject group mathematics and natural sciences
  - 1.3.1 Average for years 2002 to 2006
  - 1.3.2 From 2002 to 2005
  - 1.3.3 From 2006 to 2007
  
- 1.4 Proportion of women in subject group engineering
  - 1.4.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.4.2 From 2002 to 2005
  - 1.4.3 From 2006 to 2007
  
- 1.5 Proportion of women in subject group human medicine
  - 1.5.1 Averages for years 1992-1996, 1997-2001, 2002-2006
  - 1.5.2 From 2002 to 2005
  - 1.5.3 From 2006 to 2007
  
- 1.6 Proportion of women in MINT subjects in 2007



**Table 1.1.1**

**Proportion of women in education and research, averages for years 1992-1996, 1997-2001, 2002-2006**

	Average for years 1992-1996 <sup>4)</sup>				Average for years 1997-2001 <sup>4)</sup>				Average for years 2002-2006 <sup>4)</sup>			
	of which...		Prop. women		of which...		Prop. women		of which...		Prop. women	
	Total (2)	Men (3)	Women (4)	- in % - (5)	Total (6)	Men (7)	Women (8)	- in % - (9)	Total (10)	Men (11)	Women (12)	- in % - (13)
School leavers meeting entrance requirements for HE <sup>1)</sup>	299.064	149.647	149.417	50,0%	336.279	157.927	178.351	53,0%	386.366	182.694	203.672	52,7%
First-year students	273.652	148.742	124.910	45,6%	298.230	151.955	146.275	49,0%	359.166	182.601	176.565	49,2%
Returning undergrads.	1.854.020	1.093.463	760.557	41,0%	1.813.460	993.065	820.395	45,2%	1.977.396	1.035.585	941.811	47,6%
Final degrees (all HE institutions) <sup>2)</sup>	191.286	113.224	78.061	40,8%	191.511	106.347	85.164	44,5%	204.822	102.669	102.152	49,9%
Of which												
Final degrees (universities and art colleges) <sup>3)</sup>	122.647	67.782	54.864	44,7%	121.926	62.484	59.441	48,8%	124.332	56.585	67.747	54,5%
Doctorates	22.022	15.269	6.753	30,7%	24.837	16.479	8.358	33,6%	24.052	14.727	9.325	38,8%
Scientific/artistic staff, lecturers and assistants	105.458	77.719	27.739	26,3%	112.743	79.853	32.890	29,2%	121.426	80.628	40.797	33,6%
Habilitations	1.470	1.278	192	13,1%	1.982	1.646	335	16,9%	2.158	1.677	481	22,3%
Professorships	36.666	33.906	2.760	7,5%	37.745	33.959	3.785	10,0%	37.966	32.817	5.148	13,6%
C2	9.975	8.913	1.062	10,6%	8.959	7.676	1.283	14,3%	8.036	6.585	1.451	18,1%
W1									439	304	135	30,7%
C3	14.309	13.164	1.145	8,0%	16.230	14.543	1.687	10,4%	15.969	13.824	2.145	13,4%
W2									1.229	926	303	24,7%
C4	12.007	11.478	529	4,4%	12.514	11.700	814	6,5%	12.003	10.918	1.085	9,0%
W3									669	556	113	9,0%

The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeiner Hochschulreife" (secondary school completion leading to university qualification from non-specialist school) or "Fachhochschulreife, fachgebundener Hochschulreife" (certificate of readiness for higher vocational school from a vocational school).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

4) Rounding differences

Source: Own calculation of averages based on data from German Federal Statistical Office.

Table 1.1.2

## Proportion of women in education and research, 2002 to 2005

	2002				2003				2004				2005			
	Total (2)	of which...		Prop. women - in % - (5)	Total (6)	of which...		Prop. women - in % - (9)	Total (10)	of which...		Prop. women - in % - (13)	Total (14)	of which...		Prop. women - in % - (17)
		Men (3)	Women (4)			Men (7)	Women (8)			Men (11)	Women (12)			Men (15)	Women (16)	
School leavers meeting entrance requirements for HE <sup>1)</sup>	361.498	169.545	191.953	53.1%	369.046	174.670	194.376	52.7%	386.906	183.188	203.718	52.7%	399.372	189.648	209.724	52.5%
First-year students	358.946	177.152	181.794	50.6%	377.395	195.611	181.784	48.2%	358.704	183.670	175.034	48.8%	355.961	182.132	173.829	48.8%
Returning undergrads.	1.939.233	1.020.609	918.624	47.4%	2.019.831	1.061.910	957.921	47.4%	1.963.108	1.026.199	936.909	47.7%	1.985.765	1.037.143	948.622	47.8%
Final degrees (all HE institutions) <sup>2)</sup>	179.840	93.246	86.594	48.2%	188.712	95.522	93.190	49.4%	201.070	101.249	99.821	49.6%	220.325	109.146	111.179	50.5%
Of which																
Final degrees (universities and art colleges) <sup>3)</sup>	112.359	53.088	59.271	52.8%	113.818	52.642	61.176	53.7%	120.050	55.211	64.839	54.0%	132.442	59.467	72.975	55.1%
Doctorates	23.838	15.166	8.672	36.4%	23.043	14.319	8.724	37.9%	23.138	14.108	9.030	39.0%	25.952	15.680	10.272	39.6%
Scientific/artistic staff, lecturers and assistants	119.801	81.542	38.259	31.9%	121.603	81.758	39.845	32.8%	119.809	79.862	39.947	33.3%	121.217	79.584	41.633	34.3%
Habilitations	2.302	1.804	498	21.6%	2.209	1.722	487	22.0%	2.283	1.765	518	22.7%	2.001	1.541	460	23.0%
Professorships	37.861	33.349	4.512	11.9%	37.965	33.106	4.859	12.8%	38.443	33.219	5.224	13.6%	37.865	32.453	5.412	14.3%
C2	8.592	7.140	1.452	16.9%	8.215	6.748	1.467	17.9%	8.265	6.765	1.500	18.1%	7.794	6.357	1.437	18.4%
W1	102	69	33	32.4%	282	194	88	31.2%	411	284	127	30.9%	617	438	179	29.0%
C3	16.618	14.601	2.017	12.1%	16.695	14.523	2.172	13.0%	16.826	14.486	2.340	13.9%	15.583	13.400	2.183	14.0%
W2					160	117	43	26.9%	325	231	94	28.9%	1.429	1.062	367	25.7%
C3 and W2 combined	16.618	14.601	2.017	12.1%	16.855	14.640	2.215	13.1%	17.151	14.717	2.434	14.2%	17.012	14.462	2.550	15.0%
C4	12.549	11.539	1.010	8.0%	12.609	11.522	1.087	8.6%	12.529	11.380	1.149	9.2%	11.704	10.573	1.131	9.7%
W3					4	2	2	50.0%	87	73	14	16.1%	738	623	115	15.6%
C4 and W3 combined	12.549	11.539	1.010	8.0%	12.613	11.524	1.089	8.6%	12.616	11.453	1.163	9.2%	12.442	11.196	1.246	10.0%

The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeiner Hochschulreife" (secondary school completion leading to university qualification from non-specialist school) or "Fachhochschulreife, fachgebundener Hochschulreife" (certificate of readiness for higher vocational school from a vocational school).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied science degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Table 1.1.3**

**Proportion of women in education and research, 2006 to 2007**

	2006				2007			
	Total (2)	of which...		Prop. women - in % - (5)	Total (6)	of which...		Prop. women - in % - (9)
		Men (3)	Women (4)			Men (7)	Women (8)	
<b>(1)</b>								
School leavers meeting entrance requirements for HE <sup>1)</sup>	415.008	196.421	218.587	52,7%	434.181	202.601	231.580	53,3%
First-year students	344.822	174.438	170.384	49,4%	361.360	181.359	180.001	49,8%
Returning undergrads.	1.979.043	1.032.063	946.980	47,9%	1.941.405	1.014.761	926.644	47,7%
Final degrees (all HE institutions) <sup>2)</sup>	234.162	114.184	119.978	51,2%	256.120	124.595	131.525	51,4%
Of which								
Final degrees (universities and art colleges) <sup>3)</sup>	142.989	62.517	80.472	56,3%	158.219	68.855	89.364	56,5%
Doctorates	24.287	14.360	9.927	40,9%	23.843	13.775	10.068	42,2%
Scientific/artistic staff, lecturers and assistants	124.698	80.396	44.302	35,5%	129.702	82.021	47.681	36,8%
Habilitations	1.993	1.551	442	22,2%	1.881	1.424	457	24,3%
Professorships	37.694	31.959	5.735	15,2%	38.020	31.847	6.173	16,2%
C2	7.315	5.915	1.400	19,1%	7.221	5.736	1.485	20,6%
W1	782	536	246	31,5%	802	533	269	33,5%
C3	14.124	12.112	2.012	14,2%	13.081	11.176	1.905	14,6%
W2	3.002	2.293	709	23,6%	4.269	3.264	1.005	23,5%
C3 and W2 combined	17.126	14.405	2.721	15,9%	17.350	14.440	2.910	16,8%
C4	10.626	9.578	1.048	9,9%	9.777	8.801	976	10,0%
W3	1.845	1.525	320	17,3%	2.870	2.337	533	18,6%
C4 and W3 combined	12.471	11.103	1.368	11,0%	12.647	11.138	1.509	11,9%

The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeiner Hochschulreife" (secondary school completion leading to university qualification from non-specialist school) or "Fachhochschulreife, fachgebundener Hochschulreife" (certificate of readiness for higher vocational school from a vocational school).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied science degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Chart 1.1.4**

**Proportion of women in education and research, 2007 - All HE institutions -**

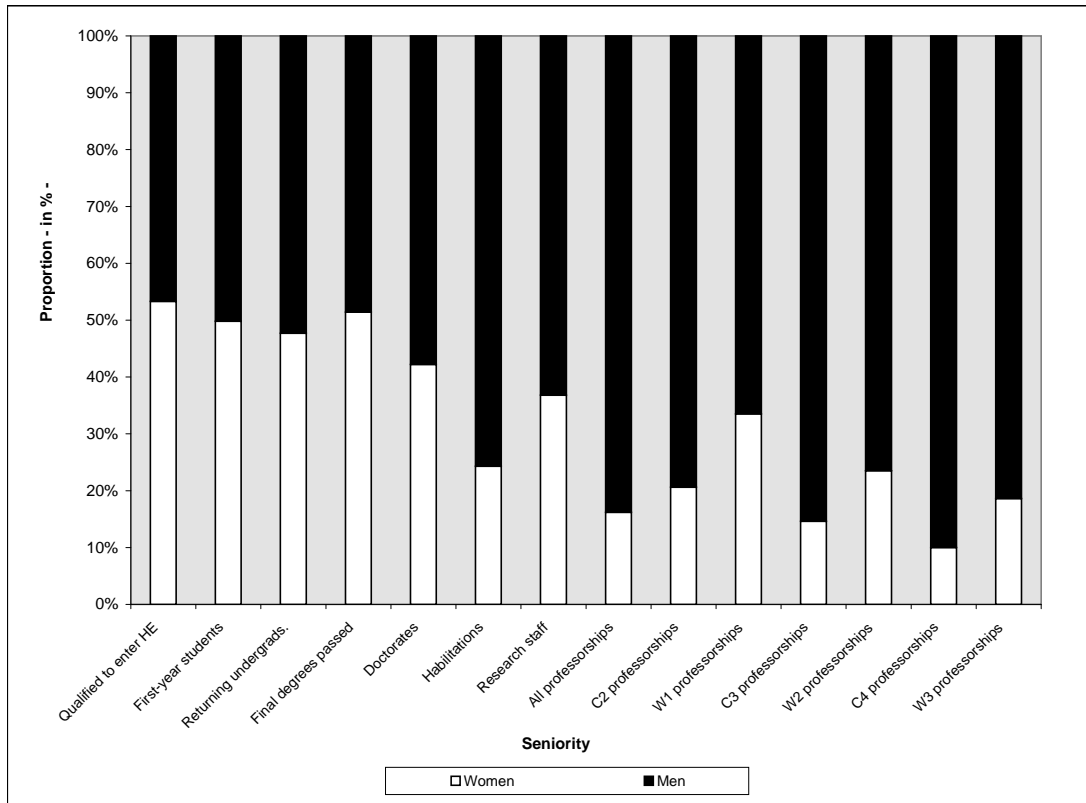


Table 1.2.1

**Proportion of women in education and research - All HE institutions -  
Averages 1992-1996, 1997-2001, 2002-2006  
LANGUAGES AND HUMANITIES**

Languages and humanities	Average for years 1992-1996 <sup>4)</sup>			Average for years 1997-2001 <sup>4)</sup>			Average for years 2002-2006 <sup>4)</sup>					
	Total (2)	Men (3)	Women (4)	Prop. women - in % - (5)	Total (6)	Men (7)	Women (8)	Prop. women - in % - (9)	Total (10)	Men (11)	Women (12)	Prop. women - in % - (13)
(1)												
First-year students <sup>1)</sup>	55.551	16.330	39.221	70,6%	60.895	16.479	44.415	72,9%	72.559	19.532	53.027	73,1%
Returning undergrads. <sup>1)</sup>	387.007	137.850	249.157	64,4%	408.566	137.266	271.300	66,4%	427.503	130.975	296.528	69,4%
Final degrees (all HE institutions) <sup>2)</sup>	27.080	7.720	19.360	71,5%	33.627	9.285	24.342	72,4%	36.935	9.011	27.924	75,6%
Of which												
Final degrees (universities and art colleges) <sup>3)</sup>	26.003	7.501	18.503	71,2%	32.470	8.967	23.504	72,4%	35.216	8.523	26.693	75,8%
Doctorates	1.944	1.139	806	41,4%	2.291	1.291	1.000	43,7%	2.576	1.284	1.292	50,2%
Scientific/artistic staff, lecturers and assistants	10.918	6.548	4.369	40,0%	11.463	6.517	4.946	43,2%	12.003	6.301	5.701	47,5%
Habilitations	294	222	72	24,4%	399	283	116	29,1%	423	268	155	36,7%
Professorships	6.038	5.282	756	12,5%	5.803	4.846	957	16,5%	5.673	4.383	1.290	22,7%
C2	1.063	888	175	16,5%	780	621	158	20,3%	629	458	171	27,2%
W1									100	55	45	45,2%
C3	1.929	1.581	348	18,0%	2.062	1.599	464	22,5%	1.968	1.422	546	27,7%
W2									175	103	72	41,1%
C4	2.986	2.761	225	7,5%	2.954	2.619	335	11,4%	2.108	1.505	604	28,6%
W3									2.699	2.271	428	15,9%
C2-C4 combined	5.978	5.230	748	12,5%	5.796	4.839	957	16,5%	4.705	3.384	1.321	28,1%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied science degrees", "doctorates", "arts degrees", and "alternative qualifications".

4) Rounding differences

Source: Own calculation of averages based on data from German Federal Statistical Office.

**Table 1.2.2**

**Proportion of women in education and research, 2002-2005 - All HE institutions - LANGUAGES AND HUMANITIES**

Languages and humanities	2002			2003			2004			2005										
	of which...		Prop. women	of which...		Prop. women	of which...		Prop. women	of which...		Prop. women								
	Total	Men	Women	(5)	Total	Men	Women	(8)	(9)	Total	Men	Women	(12)	(13)	Total	Men	Women	(15)	(16)	(17)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)				
First-year students <sup>1)</sup>	74.904	19.268	55.636	74,3%	76.796	21.344	55.452	72,2%	72.813	19.823	52.990	72,8%	70.437	18.971	51.466	73,1%				
Returning undergrads. <sup>1)</sup>	433.104	136.776	296.328	68,4%	447.574	140.200	307.374	68,7%	416.745	125.942	290.803	69,8%	420.554	126.379	294.175	69,9%				
Final degrees (all HE institutions) <sup>2)</sup>	33.148	8.664	24.484	73,9%	33.822	8.397	25.425	75,2%	35.141	8.679	26.462	75,3%	39.362	9.322	30.040	76,3%				
Of which																				
Final degrees (universities and art colleges) <sup>3)</sup>	31.823	8.308	23.515	73,9%	32.328	7.973	24.355	75,3%	33.475	8.211	25.264	75,5%	37.364	8.745	28.619	76,6%				
Doctorates	2.403	1.247	1.156	48,1%	2.512	1.238	1.274	50,7%	2.518	1.246	1.272	50,5%	2.852	1.453	1.399	49,1%				
Scientific/artistic staff, lecturers and assistants	12.178	6.668	5.510	45,2%	12.083	6.520	5.563	46,0%	11.897	6.292	5.605	47,1%	11.874	6.057	5.817	49,0%				
Habilitations	467	291	176	37,7%	439	277	162	36,9%	466	302	164	35,2%	371	238	133	35,8%				
Professorships	5.713	4.590	1.123	19,7%	5.740	4.534	1.206	21,0%	5.767	4.473	1.294	22,4%	5.583	4.220	1.363	24,4%				
C2	695	532	163	23,5%	672	489	183	27,2%	655	482	173	26,4%	581	411	170	29,3%				
W1	28	15	13	46,4%	67	39	28	41,8%	97	51	46	47,4%	129	76	53	41,1%				
C3	2.091	1.558	533	25,5%	2.116	1.550	566	26,7%	2.130	1.524	606	28,5%	1.874	1.332	542	28,9%				
W2					4	2	2	50,0%	32	16	16	50,0%	222	123	99	44,6%				
C3 and W2 combined	2.091	1.558	533	25,5%	2.120	1.552	568	26,8%	2.162	1.540	622	28,8%	2.096	1.455	641	30,6%				
C4	2.899	2.485	414	14,3%	2.880	2.454	426	14,8%	2.829	2.382	447	15,8%	2.586	2.142	444	17,2%				
W3					1	0	1	100,0%	24	18	6	25,0%	191	136	55	28,8%				
C4 and W3 combined	2.899	2.485	414	14,3%	2.881	2.454	427	14,8%	2.853	2.400	453	15,9%	2.777	2.278	499	18,0%				

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied science degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Table 1.2.3**

**Proportion of women in education and research, 2006-2007 - All HE institutions - LANGUAGES AND HUMANITIES**

Languages and humanities	2006				2007			
	of which...		Prop. women		of which...		Prop. women	
	Total	Men	Women	- in % -	Total	Men	Women	- in % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
First-year students <sup>1)</sup>	67.844	18.253	49.591	73,1%	68.386	17.754	50.632	74,0%
Returning undergrads. <sup>1)</sup>	419.540	125.580	293.960	70,1%	405.526	121.483	284.043	70,0%
Final degrees (all HE institutions) <sup>2)</sup>	43.201	9.993	33.208	76,9%	47.615	10.962	36.653	77,0%
Of which								
Final degrees (universities and art colleges) <sup>3)</sup>	41.090	9.380	31.710	77,2%	44.776	10.166	34.610	77,3%
Doctorates	2.596	1.235	1.361	52,4%	2.694	1.290	1.404	52,1%
Scientific/artistic staff, lecturers and assistants	11.981	5.969	6.012	50,2%	12.531	6.100	6.431	51,3%
Habilitations	374	232	142	38,0%	354	220	134	37,9%
Professorships	5.561	4.096	1.465	26,3%	5.710	4.104	1.606	28,1%
C2	540	374	166	30,7%	608	404	204	33,6%
W1	181	94	87	48,1%	190	101	89	46,8%
C3	1.630	1.147	483	29,6%	1.504	1.050	454	30,2%
W2	442	271	171	38,7%	581	341	240	41,3%
C3 and W2 combined	2.072	1.418	654	31,6%	2.085	1.391	694	33,3%
C4	2.303	1.893	410	17,8%	2.124	1.740	384	18,1%
W3	465	317	148	31,8%	703	468	235	33,4%
C4 and W3 combined	2.768	2.210	558	20,2%	2.827	2.208	619	21,9%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".  
Source: German Federal Statistical Office

**Proportion of women in education and research - All HE institutions - Average 2002-2006**  
**Mathematics/natural sciences**

**Table 1.3.1**

Mathematics/natural sciences	Average for years 2002-2006 <sup>1)</sup>				Prop. women - in % - (5)
	Total (2)	Men (3)	Women (4)		
(1)					
First-year students <sup>1)</sup>	64.197	38.712	25.485		39,7%
Returning undergrads. <sup>1)</sup>	352.619	225.111	127.508		36,2%
Final degrees (all HE institutions) <sup>2)</sup>	28.577	17.158	11.419		40,0%
Of which					
Final degrees (universities and art colleges) <sup>3)</sup>	21.633	11.739	9.893		45,7%
Doctorates	6.612	4.498	2.113		32,0%
Scientific/artistic staff, lecturers and assistants	29.580	22.163	7.417		25,1%
Habitations	452	372	80		17,7%
Professorships	7.788	7.127	661		8,5%
C2	1.168	1.045	123		10,5%
W1	156	124	32		20,5%
C3	3.228	2.921	307		9,5%
W2	224	192	32		14,4%
C3 and W2 combined	3.407	3.074	333		9,8%
C4	2.928	2.768	160		5,5%
W3	161	145	17		10,2%
C4-C3 combined	3.057	2.884	173		5,7%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

4) Rounding differences

Source: Own calculation of averages based on data from German Federal Statistical Office.



**Table 1.3.2**

**Proportion of women in education and research, 2002-2005 - All HE institutions -  
Mathematics/natural sciences**

Mathematics/natural sciences	2002				2003				2004				2005							
	of which...		Prop. women - in % -		of which...		Prop. women - in % -		of which...		Prop. women - in % -		of which...		Prop. women - in % -					
	Total	Men	Women	(4)	(5)	Total	Men	Women	(8)	(9)	Total	Men	Women	(12)	(13)	Total	Men	Women	(16)	(17)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)				
First-year students <sup>1)</sup>	63.522	38.188	25.334	39,9%	68.149	42.231	25.918	38,0%	63.623	38.301	25.322	39,8%	63.871	38.286	25.585	40,1%				
Returning undergrads. <sup>1)</sup>	338.460	218.309	120.151	35,5%	357.953	230.006	127.947	35,7%	350.584	223.371	127.213	36,3%	357.555	226.926	130.629	36,5%				
Final degrees (all HE institutions) <sup>2)</sup>	22.575	13.548	9.027	40,0%	23.946	14.218	9.728	40,6%	27.591	16.606	10.985	39,8%	32.468	19.637	12.831	39,5%				
Of which																				
Final degrees (universities and art colleges) <sup>3)</sup>	18.446	10.152	8.294	45,0%	18.539	9.968	8.571	46,2%	20.511	11.103	9.408	45,9%	23.758	12.891	10.867	45,7%				
Doctorates	6.575	4.677	1.898	28,9%	6.412	4.422	1.990	31,0%	6.345	4.399	1.946	30,7%	7.068	4.715	2.353	33,3%				
Scientific/artistic staff, lecturers and assistants	28.924	22.077	6.847	23,7%	29.495	22.360	7.135	24,2%	29.223	22.026	7.197	24,6%	29.631	21.958	7.673	25,9%				
Habilitations	557	456	101	18,1%	477	406	71	14,9%	478	389	89	18,6%	371	302	69	18,6%				
Professorships	7.476	6.959	517	6,9%	7.783	7.183	600	7,7%	7.933	7.251	682	8,6%	7.931	7.198	733	9,2%				
C2	1.172	1.063	109	9,3%	1.197	1.076	121	10,1%	1.224	1.098	126	10,3%	1.196	1.062	134	11,2%				
W1	42	32	10	23,8%	103	80	23	22,3%	149	119	30	20,1%	216	174	42	19,4%				
C3	3.265	3.011	254	7,8%	3.418	3.120	298	8,7%	3.433	3.088	345	10,0%	3.179	2.845	334	10,5%				
W2					8	7	1	12,5%	46	38	8	17,4%	273	234	39	14,3%				
C3 and W2 combined	3.265	3.011	254	7,8%	3.426	3.127	299	8,7%	3.479	3.126	353	10,1%	3.452	3.079	373	10,8%				
C4	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.061	2.891	170	5,6%	2.902	2.731	171	5,9%				
W3					0	0	0	0,0%	20	17	3	15,0%	165	152	13	7,9%				
C4 and W3 combined	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.081	2.908	173	5,6%	3.067	2.883	184	6,0%				

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Proportion of women in education and research, 2006-2007 - All HE institutions -  
MATHEMATICS/NATURAL SCIENCES**

**Table 1.3.3**

Mathematics/natural sciences	2006				2007			
	Total (2)	of which...		Prop. women - in % - (5)	Total (6)	of which...		Prop. women - in % - (9)
		Men (3)	Women (4)			Men (7)	Women (8)	
(1)								
First-year students <sup>1)</sup>	61.821	36.553	25.268	40,9%	62.994	37.265	25.729	40,8%
Returning undergrads. <sup>1)</sup>	358.541	226.942	131.599	36,7%	350.578	221.561	129.017	36,8%
Final degrees (all HE institutions) <sup>2)</sup>	36.304	21.781	14.523	40,0%	40.918	24.594	16.324	39,9%
Of which								
Final degrees (universities and art colleges) <sup>3)</sup>	26.910	14.583	12.327	45,8%	30.739	16.663	14.076	45,8%
Doctorates	6.658	4.278	2.380	35,7%	6.863	4.317	2.546	37,1%
Scientific/artistic staff, lecturers and assistants	30.625	22.394	8.231	26,9%	31.557	22.666	8.891	28,2%
Habilitations	377	306	71	18,8%	376	314	62	16,5%
Professorships	7.818	7.043	775	9,9%	7.849	7.013	836	10,7%
C2	1.051	927	124	11,8%	990	849	141	14,2%
W1	270	215	55	20,4%	256	202	54	21,1%
C3	2.845	2.539	306	10,8%	2.660	2.366	294	11,1%
W2	568	487	81	14,3%	802	686	116	14,5%
C3 and W2 combined	3.413	3.026	387	11,3%	3.462	3.052	410	11,8%
C4	2.624	2.465	159	6,1%	2.423	2.279	144	5,9%
W3	460	410	50	10,9%	718	631	87	12,1%
C4 and W3 combined	3.084	2.875	209	6,8%	3.141	2.910	231	7,4%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".  
Source: German Federal Statistical Office

**Proportion of women in education and research - All HE institutions -  
Averages 1992-1996, 1997-2001, 2002-2006  
ENGINEERING**

**Table 1.4.1**

Engineering	Average for years 1992-1996 <sup>1)</sup>				Average 1997-2001 <sup>2)</sup>				Average 2002-2006 <sup>3)</sup>			
	Total (2)	of which...		Prop. women - in % - (5)	Total (6)	of which...		Prop. women - in % - (9)	Total (10)	of which...		Prop. women - in % - (13)
		Men (3)	Women (4)			Men (7)	Women (8)			Men (11)	Women (12)	
(1)												
First-year students <sup>1)</sup>	53.525	43.938	9.586	17,9%	50.281	39.532	10.749	21,4%	65.501	51.950	13.551	20,7%
Returning undergrads <sup>1)</sup>	367.616	311.035	56.581	15,4%	299.267	240.584	58.683	19,6%	316.880	251.535	65.345	20,6%
Final degrees (all HE institutions) <sup>2)</sup>	45.958	39.659	6.298	13,7%	40.240	33.179	7.061	17,5%	35.565	27.575	7.990	22,5%
Of which												
Final degrees (universities and art colleges) <sup>3)</sup>	18.024	15.603	2.421	13,4%	15.094	12.463	2.631	17,4%	12.206	9.345	2.861	23,4%
Doctorates	1.979	1.853	126	6,4%	2.250	2.045	205	9,1%	2.228	1.966	262	11,8%
Scientific/artistic staff, lecturers and assistants	15.952	14.258	1.695	10,6%	16.828	14.455	2.373	14,1%	17.121	14.206	2.915	17,0%
Habilitations	58	55	3	5,2%	67	62	5	6,9%	81	70	11	13,4%
Professorships	8.803	8.582	221	2,5%	9.031	8.636	395	4,4%	8.351	7.829	522	6,2%
C2	3.376	3.245	131	3,9%	2.993	2.789	205	6,8%	2.357	2.132	224	9,5%
W1									35	28	7	21,0%
C3	4.002	3.931	71	1,8%	4.533	4.382	151	3,3%	4.233	4.030	203	4,8%
W2									285	249	36	12,5%
C4	1.357	1.339	18	1,3%	1.502	1.463	39	2,6%	1.447	1.392	54	3,8%
W3									65	60	5	7,8%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

4) Rounding differences

Source: Own calculation of averages based on data from German Federal Statistical Office.

Proportion of women in education and research, 2002-2005 - All HE institutions -  
**ENGINEERING**

Table 1.4.2

Engineering	2002				2003				2004				2005			
	of which...		Prop. women		of which...		Prop. women		of which...		Prop. women		of which...		Prop. women	
	Total	Men	Women	- in % -	Total	Men	Women	- in % -	Total	Men	Women	- in % -	Total	Men	Women	- in % -
(1)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	
First-year students <sup>1)</sup>	60.388	47.412	12.976	21,5%	69.477	55.255	14.222	20,5%	67.443	53.616	13.827	20,5%	67.370	53.748	13.622	20,2%
Returning undergrads. <sup>1)</sup>	299.267	236.491	62.776	21,0%	317.963	251.438	66.525	20,9%	318.781	252.964	65.817	20,6%	326.491	260.090	66.401	20,3%
Final degrees (all HE institutions) <sup>2)</sup>	33.576	26.232	7.344	21,9%	34.306	26.588	7.718	22,5%	34.722	26.786	7.936	22,9%	36.809	28.564	8.245	22,4%
Of which																
Final degrees (universities and art colleges) <sup>3)</sup>	11.457	8.749	2.708	23,6%	11.872	9.189	2.683	22,6%	11.955	9.228	2.727	22,8%	12.614	9.673	2.941	23,3%
Doctorates	2.332	2.100	232	9,9%	2.153	1.928	225	10,5%	2.112	1.874	238	11,3%	2.336	2.019	317	13,6%
Scientific/artistic staff, lecturers and assistants	17.282	14.470	2.812	16,3%	17.251	14.345	2.906	16,8%	16.735	13.961	2.774	16,6%	16.838	13.958	2.880	17,1%
Habilitations	92	79	13	14,1%	79	67	12	15,2%	84	71	13	15,5%	82	71	11	13,4%
Professorships	8.743	8.246	497	5,7%	8.401	7.908	493	5,9%	8.387	7.870	517	6,2%	8.160	7.629	531	6,5%
C2	2.749	2.487	262	9,5%	2.467	2.232	235	9,5%	2.354	2.139	215	9,1%	2.197	1.992	205	9,3%
W1	5	3	2	40,0%	25	19	6	24,0%	37	29	8	21,6%	47	39	8	17,0%
C3	4.501	4.314	187	4,2%	4.337	4.146	191	4,4%	4.392	4.167	225	5,1%	4.115	3.905	210	5,1%
W2					55	49	6	10,9%	84	72	12	14,3%	319	276	43	13,5%
C3 and W2 combined					4.392	4.195	197	4,5%	4.476	4.239	237	5,3%	4.434	4.181	253	5,7%
C4	1.488	1.442	46	3,1%	1.516	1.462	54	3,6%	1.509	1.453	56	3,7%	1.414	1.354	60	4,2%
W3					1	0	1	100,0%	11	10	1	9,1%	68	63	5	7,4%
C4 and W3 combined					1.517	1.462	55	3,6%	1.520	1.463	57	3,8%	1.482	1.417	65	4,4%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Table 1.4.3**

**Proportion of women in education and research, 2006-2007 - All HE institutions - Engineering**

Engineering	2006				2007							
	of which...		Prop. women - in % -		of which...		Prop. women - in % -					
	Total	Men	Women	(3)	(4)	Total	Men	Women	(6)	(7)	(8)	(9)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)				
First-year students <sup>1)</sup>	62.827	49.719	13.108	20,9%	68.406	53.517	14.889	21,8%				
Returning undergrads. <sup>1)</sup>	321.899	256.694	65.205	20,3%	322.551	257.418	65.133	20,2%				
Final degrees (all HE institutions) <sup>2)</sup>	38.411	29.703	8.708	22,7%	41.595	32.114	9.481	22,8%				
Of which												
Final degrees (universities and art colleges) <sup>3)</sup>	13.133	9.887	3.246	24,7%	13.781	10.403	3.378	24,5%				
Doctorates	2.206	1.907	299	13,6%	2.247	1.969	278	12,4%				
Scientific/artistic staff, lecturers and assistants	17.499	14.298	3.201	18,3%	18.143	14.725	3.418	18,8%				
Habilitations	67	62	5	7,5%	66	52	14	21,2%				
Professorships	8.063	7.492	571	7,1%	8.000	7.394	606	7,6%				
C2	2.016	1.812	204	10,1%	1.870	1.664	206	11,0%				
W1	62	49	13	21,0%	61	49	12	19,7%				
C3	3.820	3.616	204	5,3%	3.549	3.348	201	5,7%				
W2	681	600	81	11,9%	1.030	917	113	11,0%				
C3 and W2 combined	4.501	4.216	285	6,3%	4.579	4.265	314	6,9%				
C4	1.306	1.250	56	4,3%	1.204	1.152	52	4,3%				
W3	178	165	13	7,3%	286	264	22	7,7%				
C4 and W3 combined	1.484	1.415	69	4,6%	1.490	1.416	74	5,0%				

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

**Table 1.5.1**

**Proportion of women in education and research - All HE institutions -  
Averages 1992-1996, 1997-2001, 2002-2006  
Human medicine/health sciences**

Human medicine/health sciences	Average 1992-1996 <sup>1)</sup>				Average 1997-2001 <sup>2)</sup>				Average 2002-2006 <sup>3)</sup>			
	Total (2)	of which...		Prop. women - in % - (5)	Total (6)	of which...		Prop. women - in % - (9)	Total (10)	of which...		Prop. women - in % - (13)
		Men (3)	Women (4)			Men (7)	Women (8)			Men (11)	Women (12)	
First-year students <sup>1)</sup>	11.219	5.594	5.625	50,1%	11.401	4.811	6.590	57,8%	13.990	4.927	9.063	64,8%
Returning undergrads. <sup>1)</sup>	102.475	55.422	47.053	45,9%	94.427	45.833	48.594	51,5%	103.396	41.673	61.723	59,7%
Final degrees (all HE institutions) <sup>2)</sup>	12.371	6.920	5.451	44,1%	10.904	5.781	5.122	47,0%	11.265	5.030	6.235	55,4%
Doctorates	7.406	4.462	2.944	39,8%	8.197	4.620	3.577	43,6%	7.697	3.954	3.743	48,6%
Scientific/artistic staff, lecturers and assistants	32.122	21.380	10.743	33,4%	36.099	23.076	13.023	36,1%	39.207	23.252	15.955	40,7%
Habilitations	511	464	47	9,2%	678	592	86	12,7%	876	721	156	17,8%
Professorships	3.123	2.951	172	5,5%	3.183	2.986	197	6,2%	3.251	2.926	325	10,0%
C2	489	450	40	8,1%	296	269	27	9,1%	916	786	130	14,2%
W1									98	76	23	23,0%
C3	1.205	1.123	82	6,8%	1.390	1.278	113	8,1%	1.151	1.028	123	10,7%
W2									65	49	16	24,7%
C4	1.330	1.288	41	3,1%	1.482	1.426	56	3,8%	1.409	1.328	80	5,7%
W3									37	33	4	10,7%
C2-C4 combined	3.024	2.861	163	5,4%	3.168	2.973	196	6,2%	3.476	3.142	334	9,6%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

4) Rounding differences

Source: Own calculation of averages based on data from German Federal Statistical Office.

**Table 1.5.2**

**Proportion of women in education and research, 2002-2005 - All HE institutions - Human medicine/health sciences**

	2002				2003				2004				2005			
	of which...		Prop. women		of which...		Prop. women		of which...		Prop. women		of which...		Prop. women	
	Total	Men	Women	- in % -	Total	Men	Women	- in % -	Total	Men	Women	- in % -	Total	Men	Women	- in % -
(1)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	
Human medicine/health sciences																
First-year students <sup>1)</sup>	12.144	4.491	7.653	63,0%	12.084	4.533	7.551	62,5%	14.282	4.863	9.419	66,0%	15.477	5.210	10.267	66,3%
Returning undergrads. <sup>1)</sup>	93.376	41.049	52.327	56,0%	94.225	40.054	54.171	57,5%	108.510	42.776	65.734	60,6%	109.666	42.201	67.465	61,5%
Final degrees (all HE institutions) <sup>2)</sup>	10.302	4.957	5.345	51,9%	10.528	5.007	5.521	52,4%	10.603	4.918	5.685	53,6%	12.154	5.196	6.958	57,2%
Doctorates	8.062	4.347	3.715	46,1%	7.193	3.782	3.411	47,4%	7.447	3.743	3.704	49,7%	8.224	4.165	4.059	49,4%
Scientific/artistic staff, lecturers and assistants	38.316	23.470	14.846	38,7%	39.638	23.870	15.768	39,8%	38.140	22.736	15.404	40,4%	39.280	22.995	16.285	41,5%
Habilitations	849	717	132	15,5%	873	726	147	16,8%	910	740	170	18,7%	856	684	172	20,1%
Professorships	3.151	2.903	248	7,9%	3.199	2.930	269	8,4%	3.388	3.024	364	10,7%	3.274	2.911	363	11,1%
C2	255	210	45	17,6%	261	212	49	18,8%	424	328	96	22,6%	397	317	80	20,2%
W1	8	5	3	37,5%	24	15	9	37,5%	26	19	7	26,9%	64	45	19	29,7%
C3	1.416	1.286	130	9,2%	1.429	1.297	132	9,2%	1.473	1.302	171	11,6%	1.355	1.197	158	11,7%
W2					2	2	0	0,0%	8	3	5	62,5%	52	37	15	28,8%
C3 and W2 combined					1.431	1.299	132	9,2%	1.481	1.306	176	11,9%	1.407	1.234	173	12,3%
C4	1.472	1.402	70	4,8%	1.483	1.404	79	5,3%	1.453	1.388	85	5,8%	1.366	1.283	83	6,1%
W3					0	0	0	0,0%	4	4	0	0,0%	40	32	8	20,0%
C4 and W3 combined					1.483	1.404	79	5,3%	1.457	1.372	85	5,8%	1.406	1.315	91	6,5%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions (Diplom and equivalent quals.), excluding "doctorates".

Source: German Federal Statistical Office

**Proportion of women in education and research, 2006-2007 - All HE institutions -  
Human medicine/health sciences**

**Table 1.5.3**

Human medicine/health sciences	2006				2007			
	of which...		Prop. women		of which...		Prop. women	
	Total (2)	Men (3)	Women (4)	- in % - (5)	Total (6)	Men (7)	Women (8)	- in % - (9)
(1)								
First-year students <sup>1)</sup>	15.965	5.538	10.427	65,3%	16.052	5.391	10.661	66,4%
Returning undergrads. <sup>1)</sup>	111.202	42.285	68.917	62,0%	110.415	41.237	69.178	62,7%
Final degrees (all HE institutions) <sup>2)</sup>	12.739	5.071	7.668	60,2%	13.941	5.350	8.591	61,6%
Of which								
Final degrees (universities and art colleges) <sup>3)</sup>	11.072	4.624	6.448	58,2%	12.047	4.854	7.193	59,7%
Doctorates	7.560	3.732	3.828	50,6%	7.222	3.429	3.793	52,5%
Scientific/artistic staff, lecturers and assistants	40.660	23.190	17.470	43,0%	42.265	23.532	18.733	44,3%
Habilitations	894	737	157	17,6%	846	666	180	21,3%
Professorships	3.245	2.863	382	11,8%	3.245	2.846	399	12,3%
C2	369	294	75	20,3%	381	296	85	22,3%
W1	80	56	24	30,0%	73	43	30	41,1%
C3	1.201	1.051	150	12,5%	1.107	974	133	12,0%
W2	197	153	44	22,3%	268	217	51	19,0%
C3 and W2 combined	1.398	1.204	194	13,9%	1.375	1.191	184	13,4%
C4	1.290	1.213	77	6,0%	1.200	1.126	74	6,2%
W3	108	96	12	11,1%	216	190	26	12,0%
C4 and W3 combined	1.398	1.309	89	6,4%	1.416	1.316	100	7,1%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).  
e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".  
Source: German Federal Statistical Office



**Proportion of women in education and research, 2007 - All HE institutions -  
MINT subjects**

**Table 1.6**

MINT	2007 – Mathematics/natural sciences				2007 – Engineering				2007 MINT			
	of which...		Prop. women		of which...		Prop. women		of which...		Prop. women	
	Total	Men	Women	- in % -	Total	Men	Women	- in % -	Total	Men	Women	- in % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students <sup>1)</sup>	62.994	37.265	25.729	40,8%	68.406	53.517	14.889	21,8%	131.400	90.782	40.618	30,9%
Returning undergrads. <sup>1)</sup>	350.578	221.561	129.017	36,8%	322.551	257.418	65.133	20,2%	673.129	478.979	194.150	28,8%
Final degrees (all HE institutions) <sup>2)</sup>	40.918	24.594	16.324	39,9%	41.595	32.114	9.481	22,8%	82.513	56.708	25.805	31,3%
Of which												
Final degrees (universities and art colleges) <sup>3)</sup>	30.739	16.663	14.076	45,8%	13.781	10.403	3.378	24,5%	44.520	27.066	17.454	39,2%
Doctorates	6.863	4.317	2.546	37,1%	2.247	1.969	278	12,4%	9.110	6.286	2.824	31,0%
Scientific/artistic staff, lecturers and assistants	31.557	22.666	8.891	28,2%	18.143	14.725	3.418	18,8%	49.700	37.391	12.309	24,8%
Habilitations	376	314	62	16,5%	66	52	14	21,2%	442	366	76	17,2%
Professorships	7.849	7.013	836	10,7%	8.000	7.394	606	7,6%	15.849	14.407	1.442	9,1%
C2	990	849	141	14,2%	1.870	1.664	206	11,0%	2.860	2.513	347	12,1%
W1	256	202	54	21,1%	61	49	12	19,7%	317	251	66	20,8%
C3	2.660	2.366	294	11,1%	3.549	3.348	201	5,7%	6.209	5.714	495	8,0%
W2	802	686	116	14,5%	1.030	917	113	11,0%	1.832	1.603	229	12,5%
C3 and W2 combined	3.462	3.052	410	11,8%	4.579	4.265	314	6,9%	8.041	7.317	724	9,0%
C4	2.423	2.279	144	5,9%	1.204	1.152	52	4,3%	3.627	3.431	196	5,4%
W3	718	631	87	12,1%	286	264	22	7,7%	1.004	895	109	10,9%
C4 and W3 combined	3.141	2.910	231	7,4%	1.490	1.416	74	5,0%	4.631	4.326	305	6,6%

1) The figures in the "Returning undergraduates" category relate to the winter semester, those for "First-year students" to the academic year (summer semester and following winter semester, e.g. 1992 = SS 1992 and WS 1992/93).

2) Final examinations at higher-education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

3) Final examinations at higher-education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

## **2. All doctorates and doctorates awarded to women**

---

- 2.1 Grouped by federal state, 1992 to 2007
- 2.2 Grouped by subject group, 1992 to 2007



**Table 2.2**

**All doctorates and doctorates awarded to women, grouped by subject group, 1992 to 2007**

Year	Total	of which									
		Languages/humanities	Sport	Law, economics, and social sciences	Mathematics/natural sciences	Human medicine/health sciences	Veterinary medicine	Agronomy, forestry, and nutrition science	Engineering	Art, art history	Not included in subject groups
(1)	(2)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
<b>All doctorates</b>											
1992	21.438	2.036	54	2.116	6.206	7.406	580	602	2.148	290	0
1993	21.032	1.830	69	2.109	6.019	7.847	581	535	1.656	303	83
1994	22.404	2.075	70	2.323	6.798	7.415	585	573	2.209	297	59
1995	22.387	2.064	50	2.493	6.926	7.228	588	507	2.155	315	61
1996	22.849	2.091	59	2.651	7.006	7.337	548	512	2.307	303	35
Average '92-'96	22.022	2.019	60	2.338	6.591	7.447	576	546	2.095	302	48
1997	24.174	2.146	63	2.785	7.332	8.098	546	521	2.292	317	74
1998	24.890	2.174	41	2.944	7.616	8.491	540	562	2.172	288	62
1999	24.545	2.252	67	3.076	7.401	7.911	660	522	2.342	314	0
2000	25.780	2.674	58	3.261	7.607	8.397	537	531	2.398	317	0
2001	24.796	2.539	80	3.403	7.095	8.088	512	472	2.299	308	0
Average '97-'01	24.837	2.357	62	3.094	7.410	8.197	559	522	2.301	309	27
2002	23.838	2.403	85	3.130	6.575	8.062	544	448	2.332	259	0
2003	23.043	2.512	85	3.342	6.412	7.193	532	501	2.153	313	0
2004	23.138	2.518	93	3.329	6.345	7.447	511	538	2.112	245	0
2005	25.952	2.852	90	3.811	7.068	8.224	668	575	2.336	328	0
2006	24.287	2.596	90	3.785	6.658	7.560	558	498	2.206	301	35
Average '02-'06	24.052	2.576	89	3.479	6.612	7.697	563	512	2.228	289	7
2007	23.843	2.649	110	3.368	6.863	7.222	519	555	2.247	262	48
Total '92-'07	378.396	37.411	1.164	47.926	109.927	123.926	9.009	8.452	35.364	4.760	457
<b>Doctorates awarded to women - number -</b>											
1992	6.186	824	11	372	1.446	2.782	300	175	122	154	0
1993	6.438	746	23	465	1.443	3.038	283	141	97	175	27
1994	6.989	909	20	552	1.678	3.004	305	169	153	175	24
1995	7.049	874	11	586	1.752	2.979	336	148	144	188	31
1996	7.104	847	14	611	1.767	3.019	356	152	163	163	12
Average '92-'96	6.753	840	16	517	1.617	2.964	316	157	136	171	19
1997	7.770	911	18	685	1.834	3.442	315	185	191	167	22
1998	8.228	907	15	712	2.064	3.644	325	187	180	170	24
1999	8.186	967	21	846	1.973	3.434	406	175	181	183	0
2000	8.852	1.197	16	934	2.023	3.710	358	178	246	190	0
2001	8.752	1.151	19	998	1.973	3.653	356	158	262	182	0
Average '97-'01	8.358	1.027	18	835	1.973	3.577	352	177	212	178	9
2002	8.672	1.156	26	927	1.898	3.715	407	163	232	148	0
2003	8.724	1.274	22	1.051	1.990	3.411	386	170	225	195	0
2004	9.030	1.272	39	1.071	1.946	3.704	394	219	238	147	0
2005	10.272	1.399	27	1.190	2.353	4.059	496	225	317	206	0
2006	9.927	1.361	34	1.211	2.380	3.828	416	216	299	176	6
Average '02-'06	9.325	1.292	30	1.090	2.113	3.743	420	199	262	174	1
2007	10.068	1.404	42	1.174	2.546	3.793	410	262	278	151	8
Total '92-'07	132.247	17.199	358	13.385	31.066	55.215	5.849	2.923	3.328	2.770	154
<b>Doctorates awarded to women - proportion in % -</b>											
1992	28,9	40,5	20,4	17,6	23,3	37,6	51,7	29,1	5,7	53,1	-
1993	30,6	40,8	33,3	22,0	24,0	38,7	48,7	26,4	5,9	57,8	32,5
1994	31,2	43,8	28,6	23,8	24,7	40,5	52,1	29,5	6,9	58,9	40,7
1995	31,5	42,3	22,0	23,5	25,3	41,2	57,1	29,2	6,7	59,7	50,8
1996	31,1	40,5	23,7	23,0	25,2	41,1	65,0	29,7	7,1	53,8	34,3
Average '92-'96	30,7	41,6	26,2	22,1	24,5	39,8	54,8	28,8	6,5	56,7	39,5
1997	32,1	42,5	28,6	24,6	25,0	42,5	57,7	35,5	8,3	52,7	29,7
1998	33,1	41,7	36,6	24,2	27,1	42,9	60,2	33,3	8,3	59,0	38,7
1999	33,4	42,9	31,3	27,5	26,7	43,4	61,5	33,5	7,7	58,3	-
2000	34,3	44,8	27,6	28,6	26,6	44,2	66,7	33,5	10,3	59,9	-
2001	35,3	45,3	23,8	29,3	27,8	45,2	69,5	33,5	11,4	59,1	-
Average '97-'01	33,6	43,6	28,8	27,0	26,6	43,6	63,0	33,9	9,2	57,8	33,8
2002	36,4	48,1	30,6	29,6	28,9	46,1	74,8	36,4	9,9	57,1	-
2003	37,9	50,7	25,9	31,4	31,0	47,4	72,6	33,9	10,5	62,3	-
2004	39,0	50,5	41,9	32,2	30,7	49,7	77,1	40,7	11,3	60,0	-
2005	39,6	49,1	30,0	31,2	33,3	49,4	74,3	39,1	13,6	62,8	-
2006	40,9	52,4	37,8	32,0	35,7	50,6	74,6	43,4	13,6	58,5	17,1
Average '02-'06	38,8	50,2	33,4	31,3	32,0	48,6	74,6	38,8	11,8	60,3	17,1
2007	42,2	53,0	38,2	34,9	37,1	52,5	79,0	47,2	12,4	57,6	16,7
Total '92-'07	34,9	46,0	30,8	27,9	28,3	44,6	64,9	34,6	9,4	58,2	33,7

Source: German Federal Statistical Office, "Bildung und Kultur", Technical Volume 11, Series 4.2, "Prüfungen an Hochschulen", various years; own calculations.

### **3. All habilitations and habilitations awarded to women**

---

- 3.1 Grouped by federal state, 1992 to 2007
- 3.2 Grouped by subject group, 1992 to 2007

Table 3.1

## All habilitations and habilitations awarded to women, grouped by federal state, 1992 to 2007

Year	Total	of which															
		BW	BY	BE	BB	HB	HH	HE	MV	NI	NW	RP	SL	SN	ST	SH	TH
(1)	(2)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
<b>All habilitations</b>																	
1992	1.311	236	224	92	7	10	46	96	31	129	232	39	24	49	33	34	29
1993	1.419	255	228	122	7	22	55	131	8	161	253	54	19	43	14	37	10
1994	1.479	250	269	136	2	16	52	139	22	128	317	39	14	24	9	48	14
1995	1.532	274	266	141	8	28	57	130	7	136	311	52	20	25	15	42	20
1996	1.609	273	296	151	15	20	47	131	15	120	360	64	27	23	9	48	10
Average '92-'96	1.470	258	257	128	8	19	51	125	17	135	295	50	21	33	16	42	17
1997	1.740	304	286	137	7	21	78	157	20	149	359	74	25	27	18	64	14
1998	1.915	321	332	167	15	27	62	142	30	174	384	76	22	51	19	62	31
1999	1.926	285	317	178	20	30	64	136	15	182	382	76	30	77	22	74	38
2000	2.128	346	343	182	20	24	82	160	26	148	445	68	32	87	65	70	30
2001	2.199	352	349	209	21	34	66	157	36	206	436	76	29	75	47	63	43
Average '97-'01	1.982	322	325	175	17	27	70	150	25	172	401	74	28	63	34	67	31
2002	2.302	407	369	218	28	22	79	169	30	183	432	82	36	90	54	65	38
2003	2.209	340	389	187	29	30	77	144	39	142	426	74	31	111	62	66	62
2004	2.283	378	439	147	32	25	81	150	39	170	440	66	34	89	52	73	68
2005	2.001	307	344	188	26	25	71	170	40	129	372	67	14	90	48	69	41
2006	1.993	314	364	168	33	21	79	154	30	143	365	54	27	81	51	66	43
Average 2002-2006	2.158	349	381	182	30	25	77	157	36	153	407	69	28	92	53	68	50
2007	1.881	311	313	155	28	17	58	148	41	150	332	67	31	85	41	56	48
Total '92-'07	29.927	4.953	5.128	2.578	298	372	1.054	2.314	429	2.450	5.846	1.028	415	1.027	559	937	539
<b>Habilitations awarded to women - number -</b>																	
1992	169	25	35	13	3	1	5	13	3	14	31	2	3	6	3	6	6
1993	172	31	25	18	3	4	9	18	0	19	29	4	1	5	1	3	2
1994	200	39	30	23	1	6	7	17	2	22	32	5	2	4	2	6	2
1995	211	47	26	18	1	6	13	15	0	18	45	11	2	3	1	2	3
1996	208	35	30	32	4	5	11	20	5	11	39	6	5	1	0	3	1
Average '92-'96	192	35	29	21	2	4	9	17	2	17	35	6	3	4	1	4	3
1997	273	49	35	22	3	7	17	29	1	30	55	11	2	2	2	4	4
1998	293	49	46	27	2	4	15	30	4	29	53	13	2	5	5	5	4
1999	340	46	58	33	5	9	17	24	3	39	60	10	5	9	4	12	6
2000	392	66	49	43	2	7	18	34	5	36	71	13	5	15	11	14	3
2001	379	55	52	37	6	11	10	28	9	36	75	10	6	9	13	11	11
Average '97-'01	335	53	48	32	4	8	15	29	4	34	63	11	4	8	7	9	6
2002	498	64	71	67	7	7	23	45	3	51	89	18	4	18	11	14	6
2003	487	66	94	62	6	7	22	26	7	30	87	18	6	23	9	9	15
2004	518	80	92	44	11	9	22	32	11	44	90	23	9	19	10	13	9
2005	460	59	74	55	7	6	14	40	10	36	94	20	4	14	10	8	9
2006	442	71	80	56	7	9	24	31	3	32	74	3	3	12	14	14	9
Average 2002-2006	481	68	82	57	8	8	21	35	7	39	87	16	5	17	11	12	10
2007	457	64	79	49	8	4	15	39	6	48	69	19	9	16	8	14	10
Total '92-'07	5.499	846	876	599	76	102	242	441	72	495	993	186	68	161	104	138	100
<b>Habilitations awarded to women - proportion in % -</b>																	
1992	12,9	10,6	15,6	14,1	42,9	10,0	10,9	13,5	9,7	10,9	13,4	5,1	12,5	12,2	9,1	17,6	20,7
1993	12,1	12,2	11,0	14,8	42,9	18,2	16,4	13,7	-	11,8	11,5	7,4	5,3	11,6	7,1	8,1	20,0
1994	13,5	15,6	11,2	16,9	50,0	37,5	13,5	12,2	9,1	17,2	10,1	12,8	14,3	16,7	22,2	12,5	14,3
1995	13,8	17,2	9,8	12,8	12,5	21,4	22,8	11,5	-	13,2	14,5	21,2	10,0	12,0	6,7	4,8	15,0
1996	12,9	12,8	10,1	21,2	26,7	25,0	23,4	15,3	33,3	9,2	10,8	9,4	18,5	4,3	-	6,3	10,0
Average '92-'96	13,1	13,7	11,4	16,2	30,8	22,9	17,5	13,2	12,0	12,5	11,9	11,3	12,5	11,6	8,8	9,6	16,9
1997	15,7	16,1	12,2	16,1	42,9	33,3	21,8	18,5	5,0	20,1	15,3	14,9	8,0	7,4	11,1	6,3	28,6
1998	15,3	15,3	13,9	16,2	13,3	14,8	24,2	21,1	13,3	16,7	13,8	17,1	9,1	9,8	26,3	8,1	12,9
1999	17,7	16,1	18,3	18,5	25,0	30,0	26,6	17,6	20,0	21,4	15,7	13,2	16,7	11,7	18,2	16,2	15,8
2000	18,4	19,1	14,3	23,6	10,0	29,2	22,0	21,3	19,2	24,3	16,0	19,1	15,6	17,2	16,9	20,0	10,0
2001	17,2	15,6	14,9	17,7	28,6	32,4	15,2	17,8	25,0	17,5	17,2	13,2	20,7	12,0	27,7	17,5	25,6
Average '97-'01	16,9	16,5	14,8	18,6	21,7	27,9	21,9	19,3	17,3	19,8	15,7	15,4	14,5	12,6	20,5	13,8	17,9
2002	21,6	15,7	19,2	30,7	25,0	31,8	29,1	26,6	10,0	27,9	20,6	22,0	11,1	20,0	20,4	21,5	15,8
2003	22,0	19,4	24,2	33,2	20,7	23,3	28,6	18,1	17,9	21,1	20,4	24,3	19,4	20,7	14,5	13,6	24,2
2004	22,7	21,2	21,0	29,9	34,4	36,0	27,2	21,3	28,2	25,9	20,5	34,8	26,5	21,3	19,2	17,8	13,2
2005	23,0	19,2	21,5	29,3	26,9	24,0	19,7	23,5	25,0	27,9	25,3	29,9	28,6	15,6	20,8	11,6	22,0
2006	22,2	22,6	22,0	33,3	21,2	42,9	30,4	20,1	10,0	22,4	20,3	5,6	11,1	14,8	27,5	21,2	20,9
Average 2002-2006	22,3	19,5	21,6	31,3	25,7	30,9	27,1	22,1	19,1	25,2	21,3	23,9	18,3	18,7	20,2	17,1	19,0
2007	24,3	20,6	25,2	31,6	28,6	23,5	25,9	26,4	14,6	32,0	20,8	28,4	29,0	18,8	19,5	25,0	20,8
Total '92-'07	18,4	17,1	17,1	23,2	25,5	27,4	23,0	19,1	16,8	20,2	17,0	18,1	16,4	15,7	18,6	14,7	18,6

Source: German Federal Statistical Office, "Bildung und Kultur", Technical Volume 11, Series 4.4, "Personal an Hochschulen", various years; own calculations.

**Table 3.2**

All habilitations and habilitations awarded to women, grouped by subject group, 1992 to 2007

Year	Total	of which								
		Languages/humanities	Sport	Law, economics, and social sciences	Mathematics/natural sciences	Human medicine/health sciences	Veterinary medicine	Agronomy, forestry, and nutrition science	Engineering	Art, art history
(1)	(2)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<b>All habilitations</b>										
1992	1.311	259	5	114	361	442	17	34	56	23
1993	1.419	278	6	113	376	514	20	36	59	17
1994	1.479	309	15	133	355	533	17	34	54	29
1995	1.532	302	13	132	438	524	22	24	55	22
1996	1.609	320	9	171	424	541	21	27	65	31
Average '92-'96	1.470	294	10	133	391	511	19	31	58	24
1997	1.740	381	7	154	457	616	21	27	51	26
1998	1.915	389	17	194	560	637	10	45	45	18
1999	1.926	368	12	210	563	625	16	45	64	23
2000	2.128	410	16	253	587	700	14	38	83	27
2001	2.199	445	12	214	528	811	23	39	92	35
Average '97-'01	1.982	399	13	205	539	678	17	39	67	26
2002	2.302	467	13	225	557	849	29	37	92	33
2003	2.209	439	11	242	477	873	21	35	79	32
2004	2.283	466	15	241	478	910	21	33	84	35
2005	2.001	371	9	225	371	856	14	43	82	30
2006	1.993	374	14	195	377	894	14	35	67	23
Average '02-'06	2.158	423	12	226	452	876	20	37	81	31
2007	1.881	354	12	163	376	846	13	22	66	29
Total '92-'07	28.046	5.578	174	2.816	6.909	10.325	280	532	1.028	404
<b>Habilitations awarded to women - number -</b>										
1992	169	70	2	18	31	35	2	3	3	5
1993	172	54	0	20	33	51	1	6	2	5
1994	200	85	3	14	37	48	2	3	1	7
1995	211	79	2	19	43	50	4	4	4	6
1996	208	70	0	21	43	52	2	4	5	11
Average '92-'96	192	72	1	18	37	47	2	4	3	7
1997	273	92	1	26	57	77	4	3	3	10
1998	293	111	2	29	73	61	5	7	0	5
1999	340	123	4	35	83	76	4	6	3	6
2000	392	128	2	38	94	96	5	12	7	10
2001	379	126	1	30	67	121	8	5	10	11
Average '97-'01	335	116	2	32	75	86	5	7	5	8
2002	498	176	1	42	101	132	12	9	13	12
2003	487	162	4	60	71	147	6	9	12	16
2004	518	164	3	52	89	170	8	10	13	9
2005	460	133	1	41	69	172	4	15	11	14
2006	442	142	3	39	71	157	7	9	5	9
Average '02-'06	481	155	2	47	80	156	7	10	11	12
2007	457	134	3	43	62	180	6	4	14	11
Total '92-'07	5.042	1.715	29	484	962	1.445	74	105	92	136
<b>Habilitations awarded to women - proportion in % -</b>										
1992	12,9	27,0	40,0	15,8	8,6	7,9	11,8	8,8	5,4	21,7
1993	12,1	19,4	-	17,7	8,8	9,9	5,0	16,7	3,4	29,4
1994	13,5	27,5	20,0	10,5	10,4	9,0	11,8	8,8	1,9	24,1
1995	13,8	26,2	15,4	14,4	9,8	9,5	18,2	16,7	7,3	27,3
1996	12,9	21,9	-	12,3	10,1	9,6	9,5	14,8	7,7	35,5
Average '92-'96	13,1	24,4	14,6	13,9	9,6	9,2	11,3	12,9	5,2	27,9
1997	15,7	24,1	14,3	16,9	12,5	12,5	19,0	11,1	5,9	38,5
1998	15,3	28,5	11,8	14,9	13,0	9,6	50,0	15,6	-	27,8
1999	17,7	33,4	33,3	16,7	14,7	12,2	25,0	13,3	4,7	26,1
2000	18,4	31,2	12,5	15,0	16,0	13,7	35,7	31,6	8,4	37,0
2001	17,2	28,3	8,3	14,0	12,7	14,9	34,8	12,8	10,9	31,4
Average '97-'01	16,9	29,1	15,6	15,4	13,9	12,7	31,0	17,0	6,9	32,6
2002	21,6	37,7	7,7	18,7	18,1	15,5	41,4	24,3	14,1	36,4
2003	22,0	36,9	36,4	24,8	14,9	16,8	28,6	25,7	15,2	50,0
2004	22,7	35,2	20,0	21,6	18,6	18,7	38,1	30,3	15,5	25,7
2005	23,0	35,8	11,1	18,2	18,6	20,1	28,6	34,9	13,4	46,7
2006	22,2	38,0	21,4	20,0	18,8	17,6	50,0	25,7	7,5	39,1
Average '02-'06	22,3	36,7	19,4	20,7	17,7	17,8	37,4	28,4	13,4	39,2
2007	24,3	37,9	25,0	26,4	16,5	21,3	46,2	18,2	21,2	37,9
Total '92-'07	18,0	30,7	16,7	17,2	13,9	14,0	26,4	19,7	8,9	33,7

Source: German Federal Statistical Office, "Bildung und Kultur", Technical Volume 11, Series 4.4, "Personal an Hochschulen", various years; own calculations.

#### **4. All professorships and women holding professorships, grouped by type of HE institution**

##### 4.1 Grouped by type of HE institution and seniority

- 4.1.1 All professorships, grouped by type of HE institution and seniority, averages 1992-1996, 1997-2001, 2002-2006
- 4.1.2 All professorships, grouped by type of HE institution and seniority, 2002-2007
- 4.1.3 All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.4 Chart: Proportion of women holding C4/W3 professorships (1992 to 2007, all HE institutions2007))
- 4.1.5 Languages/humanities: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.6 Chart: Languages/humanities, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.7 Mathematics/natural sciences: All professorships and C4/W3 professorships, all types of HE institution, 2007
- 4.1.8 Chart: Mathematics/natural sciences, all professorships and C4/W3 professorships, all types of HE institution, 2007
- 4.1.9 Engineering: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.10 Chart: Engineering, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.11 Human medicine: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007
- 4.1.12 Chart: Human medicine, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2007

##### 4.2 Grouped by federal state and type of HE institution

- 4.2.1 From 1992 to 1994
- 4.2.2 From 1995 to 1997
- 4.2.3 From 1998 to 2000
- 4.2.4 From 2001 to 2003
- 4.2.5 From 2004 to 2006
- 4.2.6 In 2007
- 4.2.7 Chart: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2007



**Table 4.1.1**

**All professors and women holding professorships, grouped by type of HE institution and senior averages for years 1992-1996 and 1997-2001, and years 2002-2006 (full-time)**

Type of HE institution/pay grade	Average 1992-1996 <sup>2</sup>			Average 1997-2001 <sup>2</sup>			Average 2002-2006 <sup>2</sup>					
	Profess. Total	Men Number	Women Number	Profess. Total	Men Number	Women Number	Profess. Total	Men Number	Women Number			
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<b>All types of HE institution</b>												
C4 and equiv. pay grades	12.007	11.478	529	4,4	12.514	11.700	814	6,5	12.003	10.918	1.085	9,0
W3									669	556	113	16,9
C3 and equiv. pay grades	14.309	13.164	1.145	8,0	16.230	14.546	1.687	10,4	15.969	13.824	2.145	13,4
W2									1.192	899	293	24,6
C2 and equiv. pay grades - tenure -	9.224	8.267	957	10,4	8.278	7.128	1.150	13,9	6.879	5.692	1.186	17,2
C2 and equiv. pay grades - fixed-term -	750	646	105	13,9	679	547	132	19,5	1.157	893	265	22,9
Junior professors, W1, AT									439	304	135	30,7
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	291	259	16	5,6	28	28	0	0,0				
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	85	77	8	9,4	13	12	1	10,4				
<b>Combined</b>	<b>36.666</b>	<b>33.906</b>	<b>2.760</b>	<b>7,5</b>	<b>37.745</b>	<b>33.959</b>	<b>3.785</b>	<b>10,0</b>	<b>37.966</b>	<b>32.817</b>	<b>5.148</b>	<b>13,6</b>
<b>Universities and equivalent institutions of higher education</b>												
C4 and equiv. pay grades	11.978	11.452	526	4,4	12.487	11.676	811	6,5	11.966	10.902	1.083	9,0
W3									658	547	111	16,9
C3 and equiv. pay grades	8.075	7.254	820	10,2	8.755	7.612	1.143	13,1	8.148	6.782	1.365	16,8
W2									543	404	139	25,6
C2 and equiv. pay grades - tenure -	3.719	3.299	420	11,3	2.472	2.147	325	13,1	1.557	1.315	243	15,6
C2 and equiv. pay grades - fixed-term -	482	415	67	14,0	360	299	61	16,9	537	410	127	23,6
Junior professors, W1, AT									439	304	135	30,7
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	288	272	16	5,6	28	28	0	0,0				
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	83	75	8	9,7	13	11	2	14,9				
<b>Combined</b>	<b>24.625</b>	<b>22.767</b>	<b>1.858</b>	<b>7,5</b>	<b>24.114</b>	<b>21.773</b>	<b>2.341</b>	<b>9,7</b>	<b>23.626</b>	<b>20.474</b>	<b>3.153</b>	<b>13,3</b>
<b>Universities of applied sciences (excluding public administration colleges)</b>												
C4 and equiv. pay grades	25	22	3	11,2	19	17	2	10,8	16	15	1	6,3
W3									21	18	4	16,7
C3 and equiv. pay grades	5.905	5.597	308	5,2	7.154	6.629	525	7,3	7.514	6.764	750	10,0
W2									663	520	163	23,9
C2 and equiv. pay grades - tenure -	5.260	4.750	510	9,7	5.569	4.782	787	14,1	5.123	4.227	896	17,5
C2 and equiv. pay grades - fixed-term -	255	220	35	13,7	304	236	68	22,4	613	478	136	22,1
Junior professors, W1, AT												
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	3	-	-	0,0	-	-	-	-				
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	3	-	-	0,0	-	-	-	-				
<b>Combined</b>	<b>11.450</b>	<b>10.594</b>	<b>856</b>	<b>7,5</b>	<b>13.045</b>	<b>11.671</b>	<b>1.374</b>	<b>10,5</b>	<b>13.821</b>	<b>11.906</b>	<b>1.915</b>	<b>13,9</b>
<b>Public administration colleges</b>												
C4 and equiv. pay grades	4	4	0	0,0	10	9	1	13,7	3	2	1	30,0
W3									1	1	0	0,0
C3 and equiv. pay grades	329	312	17	5,2	321	302	19	5,9	307	278	29	9,4
W2									7	5	2	30,8
C2 and equiv. pay grades - tenure -	246	218	27	11,1	238	200	38	16,1	199	151	48	23,9
C2 and equiv. pay grades - fixed-term -	13	11	2	17,2	16	12	4	23,1	7	5	2	33,3
Junior professors, W1, AT												
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	-	-	-	-	-	-	-	-				
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	-	-	-	-	-	-	-	-				
<b>Combined</b>	<b>592</b>	<b>546</b>	<b>47</b>	<b>7,9</b>	<b>585</b>	<b>523</b>	<b>62</b>	<b>10,7</b>	<b>518</b>	<b>438</b>	<b>80</b>	<b>15,5</b>

<sup>1</sup> Academic rank used in former GDR, not yet standardised.

<sup>2</sup> Rounding differences

Sources: German Federal Statistical Office, Technical Volume 11: "Bildung und Kultur", Series 4.4: "Personal an Hochschulen", various years; own calculations.

**Table 4.1.2**

**All professorships and women holding professorships, grouped by type of HE institution and seniority  
From 2002 to 2007 (full-time)**

Type HE institution/pay grade	2002			2003			2004			2005			2006			2007			
	Profess. Total (2)	Men Number (3)	Women Number (4)	Profess. Total (6)	Men Number (7)	Women Number (8)	Profess. Total (10)	Men Number (11)	Women Number (12)	Profess. Total (14)	Men Number (15)	Women Number (16)	Profess. Total (18)	Men Number (19)	Women Number (20)	Profess. Total (22)	Men Number (23)	Women Number (24)	
																			(5)
<b>All types of HE institution</b>																			
(1)	12,549	11,539	1,010	12,609	11,522	1,087	12,529	11,380	1,149	11,704	10,573	1,131	10,626	9,578	1,048	9,776	8,800	976	
C4 and equiv. pay grades																			
<b>W3</b>				4	2	2	8,6	11,380	1,149	11,704	10,573	1,131	10,626	9,578	1,048	9,776	8,800	976	
C3 and equiv. pay grades	16,618	14,601	2,017	16,695	14,523	2,172	13,0	14,486	2,340	15,593	13,400	2,183	14,124	12,112	2,012	13,081	11,176	1,905	
<b>W2</b>				11	8	3	27,3	231	94	1,429	1,062	367	3,002	2,293	709	4,269	3,264	1,005	
C2 and equiv. pay grades - tenure -	7,468	6,263	1,205	7,044	5,847	1,197	17,0	5,785	1,192	6,657	5,483	1,174	6,248	5,084	1,164	6,045	4,880	1,165	
C2 and equiv. pay grades - fixed-term -	1,124	877	247	1,171	901	270	23,1	1,288	308	1,137	874	263	1,067	831	236	1,176	856	320	
<b>Junior professors, W1, AT</b>	102	69	33	282	194	88	31,2	411	127	617	438	179	29,0	536	31,5	802	533	269	
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	0	0	0	0	0	0	0,0	-	-	-	-	-	-	-	-	-	-	-	
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	0	0	0	0	0	0	0,0	-	-	-	-	-	-	-	-	-	-	-	
<b>Combined</b>	37,861	33,349	4,512	37,965	33,106	4,859	12,8	33,219	5,224	37,865	32,453	5,412	37,694	31,959	5,735	38,020	31,847	6,173	
<b>Universities and equivalent institutions of higher education</b>																			
C4 and equiv. pay grades	12,518	11,512	1,006	12,592	11,506	1,086	8,6	11,363	1,148	11,691	10,561	1,130	10,616	9,569	1,047	9,768	8,793	975	
<b>W3</b>				4	2	2	50,0	87	14	725	611	114	15,7	1,815	1,501	2,817	2,292	525	
C3 and equiv. pay grades	8,672	7,350	1,322	8,713	7,293	1,420	16,3	7,163	1,487	7,829	6,460	1,369	6,874	5,645	1,229	6,334	5,176	1,158	
<b>W2</b>				11	8	3	27,3	78	25	664	480	184	2,77	1,417	1,073	1,822	1,369	453	
C2 and equiv. pay grades - tenure -	1,878	1,605	273	1,820	1,366	254	15,7	1,587	237	1,436	1,203	233	1,266	1,049	217	1,229	997	232	
C2 and equiv. pay grades - fixed-term -	569	441	128	490	377	113	23,1	521	389	513	388	125	24,4	456	135	484	593	231	
<b>Junior professors, W1, AT</b>	102	69	33	282	194	88	31,2	411	127	617	438	179	29,0	536	31,5	802	533	269	
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Combined</b>	23,739	20,977	2,762	23,712	20,746	2,966	12,5	23,845	3,170	23,475	20,141	3,334	23,361	19,829	3,532	23,596	19,753	3,843	
<b>Universities of applied sciences (excluding public administration colleges)</b>																			
C4 and equiv. pay grades	25	22	3	16	15	1	6,3	16	0	12	12	0	10	9	1	8	7	1	
<b>W3</b>																			
C3 and equiv. pay grades	7,642	6,988	674	7,661	6,938	723	9,4	7,861	824	7,446	6,664	782	6,962	6,213	749	6,492	5,775	717	
<b>W2</b>				149	109	40	26,8	247	69	763	581	182	1,574	1,212	362	2,424	1,877	547	
C2 and equiv. pay grades - tenure -	5,379	4,486	893	5,211	4,318	893	17,1	5,181	900	5,036	4,145	891	4,806	3,903	903	4,655	3,763	892	
C2 and equiv. pay grades - fixed-term -	548	430	118	672	517	155	23,1	760	587	619	484	135	21,8	468	370	346	259	87	
<b>Junior professors, W1, AT</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Combined</b>	13,594	11,906	1,688	13,709	11,897	1,812	13,2	14,065	1,966	13,889	11,898	1,991	13,849	11,730	2,119	13,977	11,725	2,252	
<b>Public administration colleges</b>																			
C4 and equiv. pay grades	6	5	1	1	1	0	0,0	2	1	1	0	1	100,0	-	-	1	-	-	
<b>W3</b>																			
C3 and equiv. pay grades	304	283	21	321	292	29	9,0	315	286	308	276	32	288	254	34	255	225	30	
<b>W2</b>																			
C2 and equiv. pay grades - tenure -	211	172	39	213	163	50	23,5	209	154	185	135	50	176	132	44	161	120	41	
C2 and equiv. pay grades - fixed-term -	7	6	1	9	7	2	22,2	7	4	5	2	3	60,0	5	3	6	4	2	
<b>Junior professors, W1, AT</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professor ordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Professor extraordinarius <sup>1</sup> , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>Combined</b>	528	466	62	544	463	81	14,9	533	445	501	414	87	484	400	84	447	368	78	

<sup>1</sup> Academic rank used in former GDR, not yet standardised.

<sup>2</sup> Rounding differences

Sources: German Federal Statistical Office, Technical Volume 11: "Bildung und Kultur", Series 4.4; "Personal an Hochschulen", various years; own calculations.

**Table 4.1.3**

**Proportion of women in education and research, 1992 to 2007**  
**All professorships and C4/W3 professorships, all types of HE institution (full-time)**  
**Averages 1992-1996, 1997-2001, 2002-2006**

	Average 1992-1996				Average 1997-2001				Average 2002-2006			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	36.666	33.906	2.760	7,5%	37.745	33.959	3.785	10,0%	37.966	32.817	5.148	13,6%
Of which C4 professorships	12.007	11.478	529	4,4%	12.514	11.700	814	6,5%	12.538	11.363	1.175	9,4%

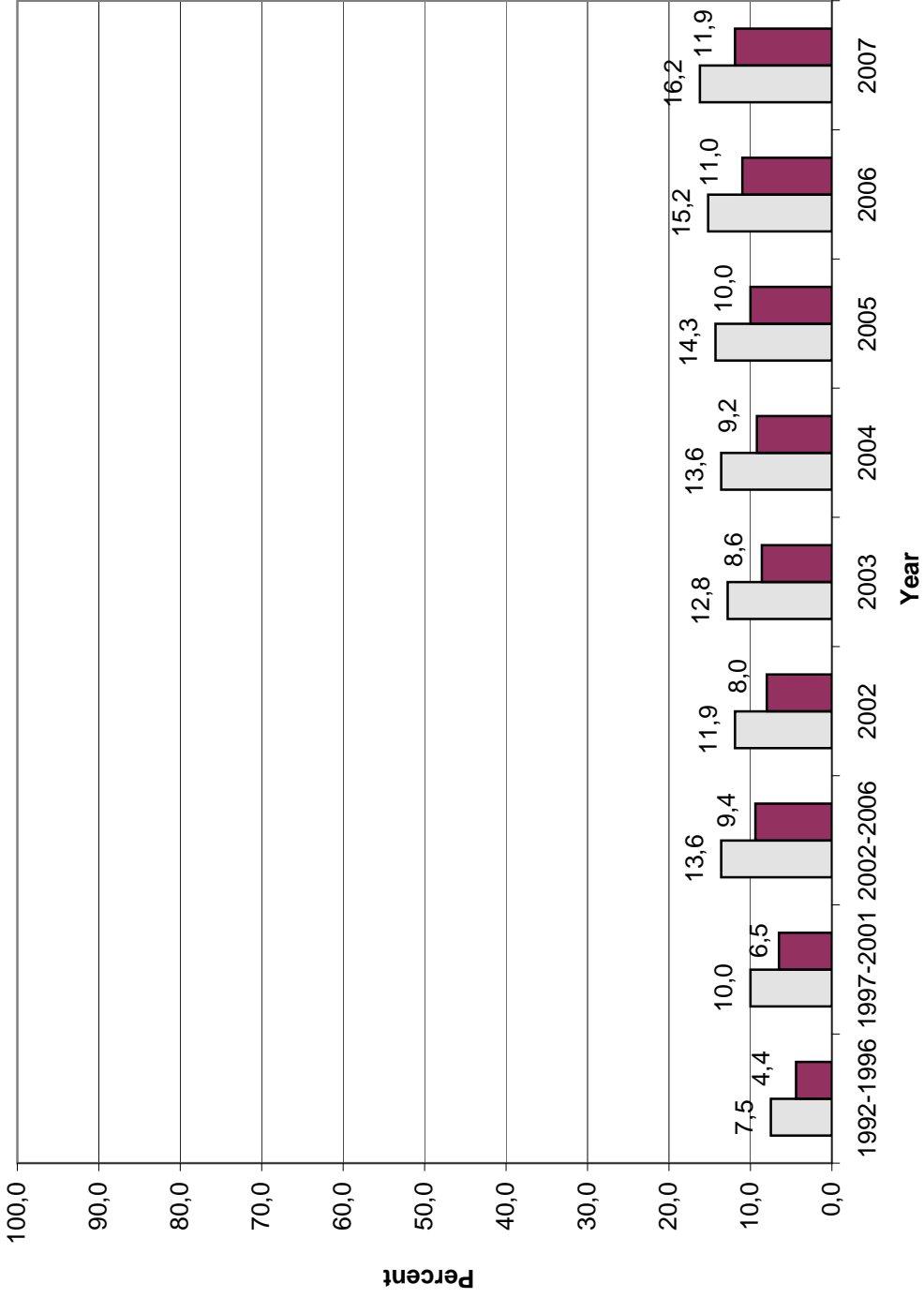
	2002				2003				2004			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	37.861	33.349	4.512	11,9%	37.965	33.106	4.859	12,8%	38.443	33.219	5.224	13,6%
Of which C4/W3 professorships	12.549	11.539	1.010	8,0%	12.613	11.524	1.089	8,6%	12.616	11.453	1.163	9,2%

	2005				2006				2007			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	37.865	32.453	5.412	14,3%	37.694	31.959	5.735	15,2%	38.020	31.847	6.173	16,2%
Of which C4/W3 professorships	12.442	11.196	1.246	10,0%	12.471	11.103	1.368	11,0%	12.646	11.137	1.509	11,9%

Rounding differences in average values.

Source: German Federal Statistical Office

### Overall proportion of women holding professorships



All professorships  
 of which C4/(from 2003) W3 professorships

**Chart 4.1.4**

**Table 4.1.5**

**Proportion of women in education and research, 1992 to 2007  
LANGUAGES AND HUMANITIES  
All professorships and C4/W3 professorships, all types of HE institution (full-time)  
Averages 1992-1996, 1997-2001, 2002-2006**

	Average 1992-1996				Average 1997-2001				Average 2002-2006			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	6.038	5.282	756	12,5%	5.803	4.846	957	16,5%	5.673	4.383	1.290	22,7%
Of which C4 professorships	2.986	2.761	225	7,5%	2.954	2.619	335	11,3%	2.836	2.365	470	16,6%

	2002				2003				2004			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	5.713	4.590	1.123	19,7%	5.740	4.534	1.206	21,0%	5.767	4.473	1.294	22,4%
Of which C4/W3 professorships	2.899	2.485	414	14,3%	2.881	2.454	427	14,8%	2.853	2.382	453	15,9%

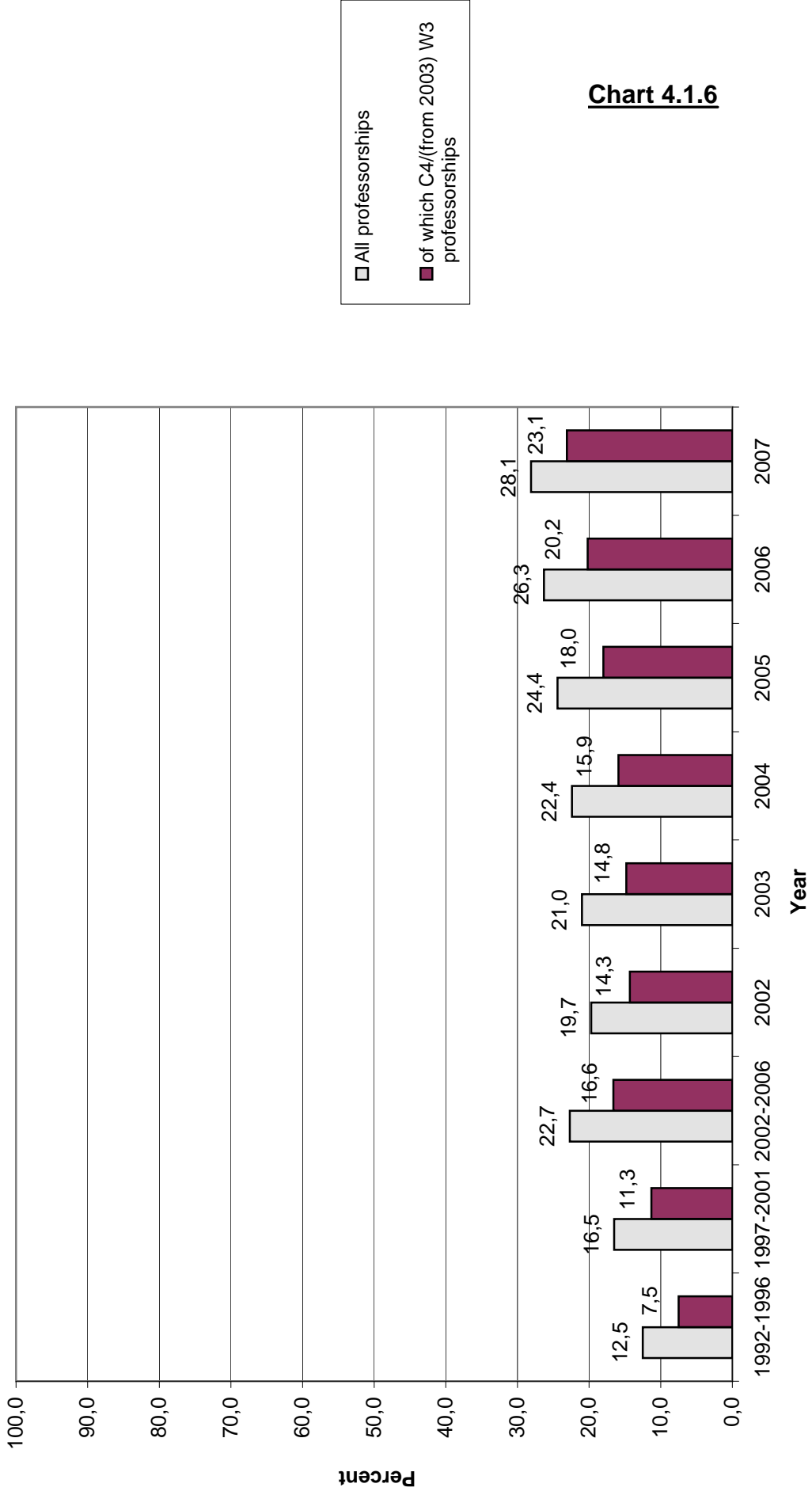
	2005				2006				2007			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	5.583	4.220	1.363	24,4%	5.561	4.096	1.465	26,3%	5.710	4.104	1.606	28,1%
Of which C4/W3 professorships	2.777	2.278	499	18,0%	2.768	2.210	558	20,2%	3.628	2.790	838	23,1%

**Table 4.1.5**

Rounding differences in average values.

Source: German Federal Statistical Office

### Proportion of women holding professorships in subject group languages and humanities



**Chart 4.1.6**

**Table 4.1.7**

**Proportion of women in education and research, 2002-2005 - All HE institutions -  
Mathematics/natural sciences  
All professorships and C4/W3 professorships  
Average 2002-2006**

	Average 1992-1996				Average 1997-2001				Average 2002-2006			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships					7.788	7.127	661					
Of which C4 professorships					3.057	2.884	173					5,7%

	2002				2003				2004			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	7.476	6.959	517	6,9%	7.783	7.183	600	7,7%	7.933	7.251	682	8,6%
Of which C4/W3 professorships	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.081	2.908	173	5,6%

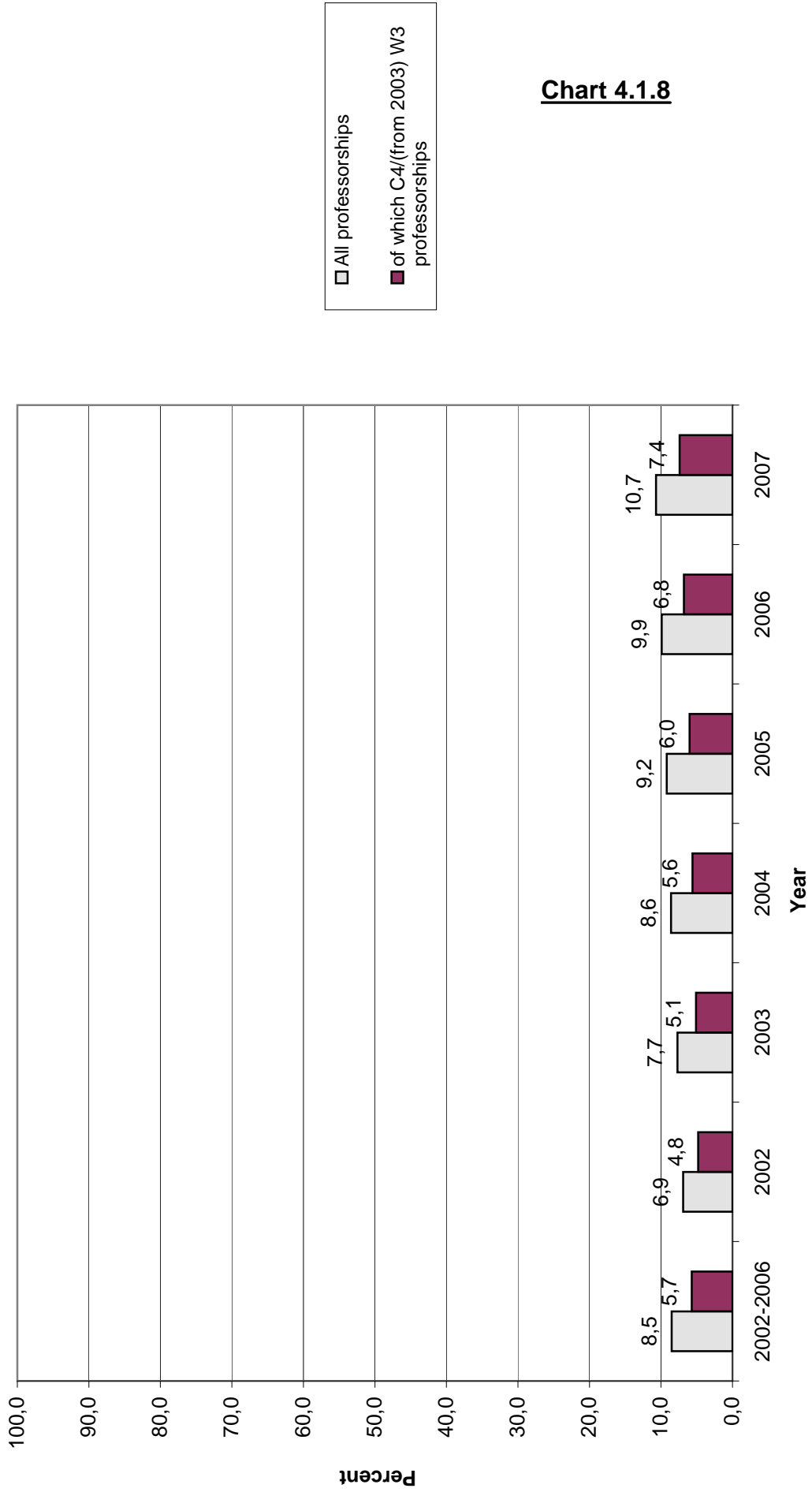
	2005				2006				2007			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	7.931	7.198	733	9,2%	7.818	7.043	775	9,9%	7.849	7.013	836	10,7%
Of which C4/W3 professorships	3.067	2.883	184	6,0%	3.084	2.875	209	6,8%	3.141	2.910	231	7,4%

Rounding differences in average values.

Source: German Federal Statistical Office

**Table 4.1.7**

Proportion of women holding professorships in subject group mathematics/natural sciences



**Chart 4.1.8**



**Table 4.1.9**

**Proportion of women in education and research, 1992-2007 - All HE institutions - Engineering**

**All professorships and C4/W3 professorships  
Averages 1992-1996, 1997-2001, 2002-2006**

	Average 1992-1996				Average 1997-2001				Average 2002-2006			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	8.803	8.582	221	2,5%	9.031	8.636	395	4,4%	8.305	7.743	562	6,8%
Of which C4 professorships	1.357	1.339	18	1,3%	1.502	1.463	39	2,6%	1.815	1.733	82	4,5%

	2002				2003				2004			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	8.743	8.246	497	5,7%	8.401	7.908	493	5,9%	8.387	7.870	517	6,2%
Of which C4/W3 professorships <sup>1</sup>	1.488	1.442	46	3,1%	1.517	1.462	55	3,6%	1.520	1.463	57	3,8%

	2005				2006				2007			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	7.931	7.198	733	9,2%	8.063	7.492	571	7,1%	8.000	7.394	606	7,6%
Of which C4/W3 professorships	3.067	2.883	184	6,0%	1.484	1.415	69	4,6%	4.753	4.500	253	5,3%

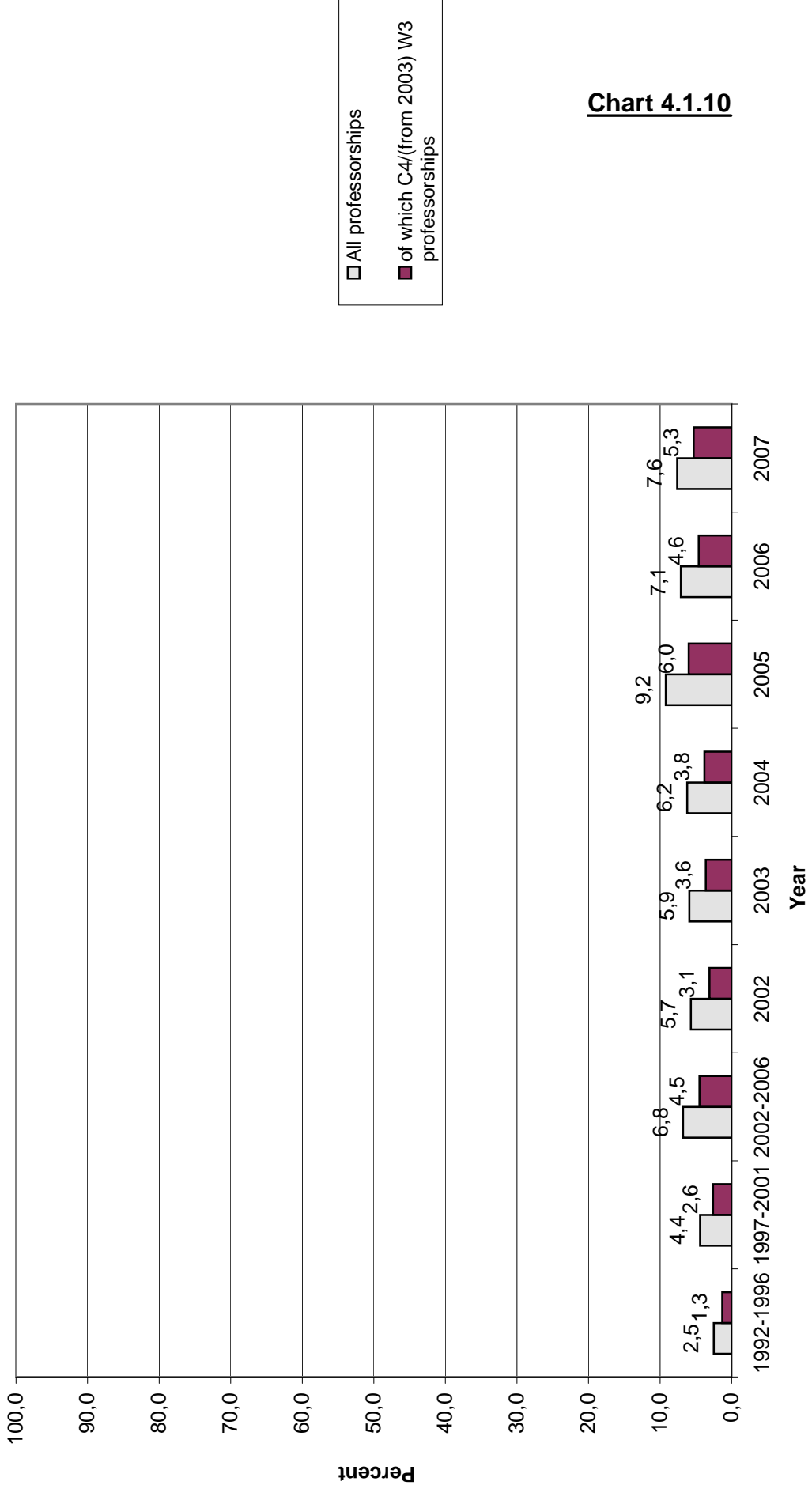
<sup>1</sup> W3 professorships from 2003

Rounding differences in average values.

Source: German Federal Statistical Office

**Table 4.1.9**

### Proportion of women holding professorships in subject group engineering



**Chart 4.1.10**

**Table 4.1.11**

**Proportion of women in education and research, 1992-2007 - All HE institutions - Human medicine/health sciences<sup>1</sup>**

**All professorships and C4/W3 professorships Averages 1992-1996, 1997-2001, 2002-2006**

	Average 1992-1996				Average 1997-2001				Average 2002-2006			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	3.123	2.951	172	5,5%	3.183	2.986	197	6,2%	3.251	2.926	325	10,0%
Of which C4 professorships	1.330	1.289	41	3,1%	1.482	1.426	56	3,8%	1.443	1.360	83	5,7%

	2002				2003				2004			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	3.151	2.903	248	7,9%	3.199	2.930	269	8,4%	3.388	3.024	364	10,7%
Of which C4/W3 professorships	1.472	1.402	70	4,8%	1.483	1.404	79	5,3%	1.457	1.372	85	5,8%

	2005				2006				2007			
	Total	of which...		Prop. of women	Total	of which...		Prop. of women	Total	of which...		Prop. of women
		Men	Women			Men	Women			Men	Women	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships	3.274	2.911	363	11,1%	3.245	2.863	382	11,8%	3.245	2.846	399	12,3%
Of which C4/W3 professorships	1.406	1.315	91	6,5%	1.398	1.309	89	6,4%	2.307	2.100	207	9,0%

<sup>1</sup> Health sciences from 2006

Rounding differences in average values.

Source: German Federal Statistical Office

**Table 4.1.11**

Proportion of women holding professorships in subject human medicine

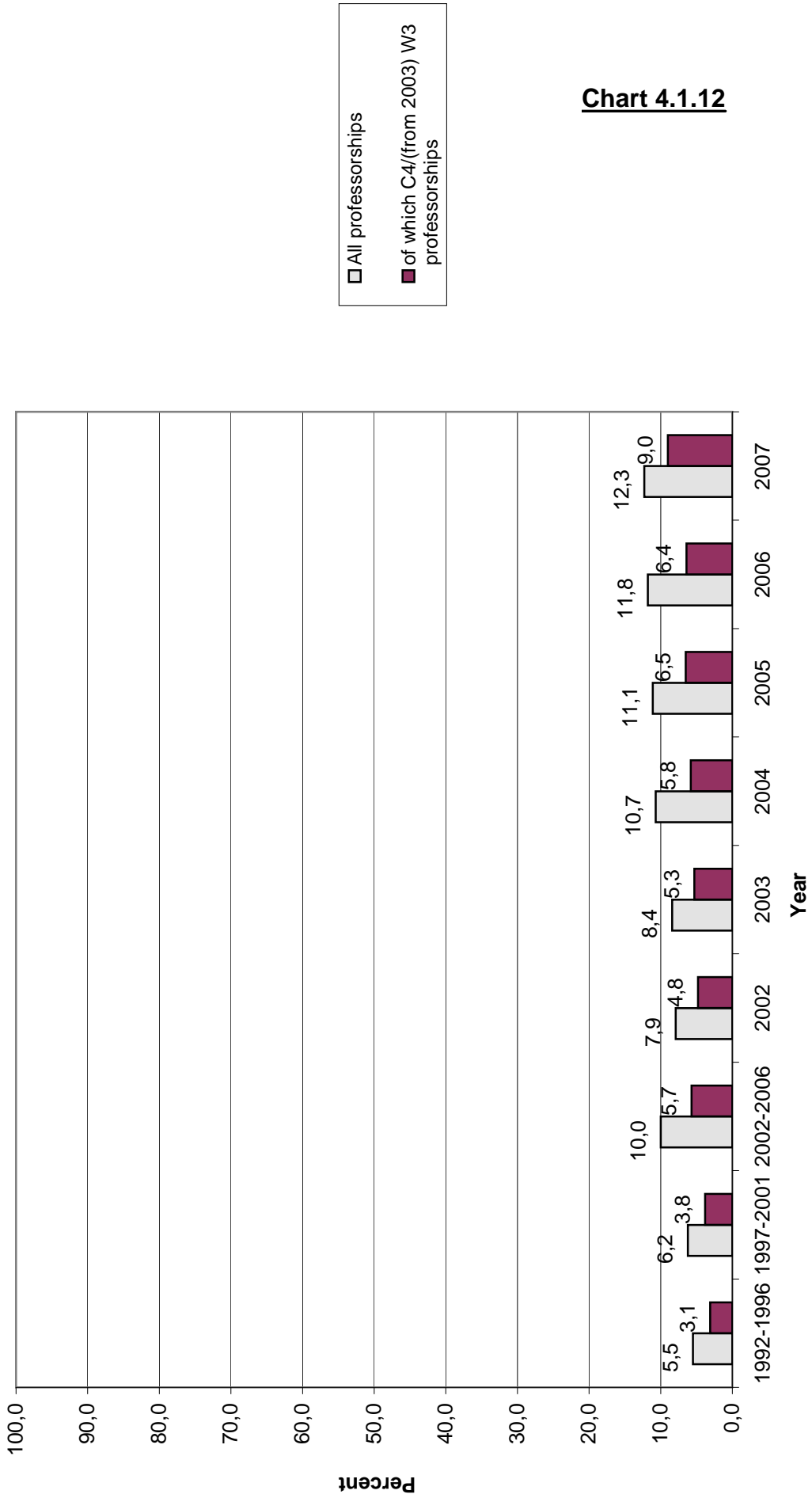


Chart 4.1.12

**Table 4.2.1**

**Proportion of women holding professorships, grouped by federal state and type of HE institution from 1992 to 1994**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>1992</b>																
BW	5.277	4.959	318	6,0	3.427	3.199	228	6,7	1.654	1.576	78	4,7	196	184	12	6,1
BY	4.816	4.604	212	4,4	3.287	3.140	147	4,5	1.529	1.464	65	4,3	-	-	-	-
BE	2.720	2.441	279	10,3	2.160	1.938	222	10,3	505	453	52	10,3	55	50	5	9,1
BB	196	172	24	12,2	139	126	13	9,4	56	45	11	19,6	1	1	0	0,0
HB	626	574	52	8,3	389	349	40	10,3	230	218	12	5,2	7	7	0	0,0
HH	1.726	1.601	125	7,2	1.256	1.173	83	6,6	444	403	41	9,2	26	25	1	3,8
HE	3.295	3.064	231	7,0	2.109	1.965	144	6,8	1.096	1.016	80	7,3	90	83	7	7,8
MV	475	442	33	6,9	335	308	27	8,1	140	134	6	4,3	-	-	-	-
NI	2.972	2.795	177	6,0	2.034	1.904	130	6,4	938	891	47	5,0	-	-	-	-
NW	7.123	6.675	448	6,3	5.027	4.726	301	6,0	1.939	1.799	140	7,2	157	150	7	4,5
RP	1.543	1.438	105	6,8	928	872	56	6,0	606	557	49	8,1	9	9	0	0,0
SL	432	414	18	4,2	321	305	16	5,0	111	109	2	1,8	-	-	-	-
SN	1.532	1.423	109	7,1	1.071	995	76	7,1	461	428	33	7,2	-	-	-	-
ST	517	483	34	6,6	480	448	32	6,7	37	35	2	5,4	-	-	-	-
SH	845	806	39	4,6	508	481	27	5,3	337	325	12	3,6	-	-	-	-
TH	607	565	42	6,9	470	442	28	6,0	137	123	14	10,2	-	-	-	-
<b>Tot.</b>	<b>34.702</b>	<b>32.456</b>	<b>2.246</b>	<b>6,5</b>	<b>23.941</b>	<b>22.371</b>	<b>1.570</b>	<b>6,6</b>	<b>10.220</b>	<b>9.576</b>	<b>644</b>	<b>6,3</b>	<b>541</b>	<b>509</b>	<b>32</b>	<b>5,9</b>
<b>1993</b>																
BW	5.304	4.968	336	6,3	3.404	3.166	238	7,0	1.696	1.611	85	5,0	204	191	13	6,4
BY	4.849	4.621	228	4,7	3.286	3.130	156	4,7	1.563	1.491	72	4,6	-	-	-	-
BE	2.874	2.571	303	10,5	2.270	2.036	234	10,3	541	481	60	11,1	63	54	9	14,3
BB	390	334	56	14,4	251	219	32	12,7	135	112	23	17,0	4	3	1	25,0
HB	626	574	52	8,3	389	349	40	10,3	230	218	12	5,2	7	7	0	0,0
HH	1.726	1.601	125	7,2	1.256	1.173	83	6,6	444	403	41	9,2	26	25	1	3,8
HE	3.297	3.066	231	7,0	2.109	1.965	144	6,8	1.096	1.016	80	7,3	92	85	7	7,6
MV	554	510	44	7,9	395	361	34	8,6	159	149	10	6,3	-	-	-	-
NI	3.035	2.850	185	6,1	2.038	1.905	133	6,5	996	944	52	5,2	1	1	0	0,0
NW	7.629	7.126	503	6,6	5.496	5.153	343	6,2	1.974	1.822	152	7,7	160	152	8	5,0
RP	1.525	1.412	113	7,4	902	838	64	7,1	614	565	49	8,0	9	9	0	0,0
SL	434	412	22	5,1	318	301	17	5,3	116	111	5	4,3	-	-	-	-
SN	1.879	1.721	158	8,4	1.249	1.146	103	8,2	629	574	55	8,7	1	1	0	0,0
ST	638	583	55	8,6	439	409	30	6,8	199	174	25	12,6	-	-	-	-
SH	827	788	39	4,7	467	442	25	5,4	359	345	14	3,9	1	1	0	0,0
TH	787	717	70	8,9	598	543	55	9,2	188	173	15	8,0	1	1	0	0,0
<b>Tot.</b>	<b>36.374</b>	<b>33.854</b>	<b>2.520</b>	<b>6,9</b>	<b>24.867</b>	<b>23.136</b>	<b>1.731</b>	<b>7,0</b>	<b>10.939</b>	<b>10.189</b>	<b>750</b>	<b>6,9</b>	<b>569</b>	<b>530</b>	<b>39</b>	<b>6,9</b>
<b>1994</b>																
BW	5.363	4.998	365	6,8	3.409	3.156	253	7,4	1.736	1.640	96	5,5	218	202	16	7,3
BY	4.846	4.592	254	5,2	3.241	3.063	178	5,5	1.605	1.529	76	4,7	-	-	-	0,0
BE	2.975	2.637	338	11,4	2.305	2.051	254	11,0	605	530	75	12,4	65	56	9	13,8
BB	586	513	73	12,5	346	302	44	12,7	228	201	27	11,8	12	10	2	16,7
HB	626	574	52	8,3	389	349	40	10,3	230	218	12	5,2	7	7	0	0,0
HH	1.702	1.556	146	8,6	1.210	1.116	94	7,8	464	415	49	10,6	28	25	3	10,7
HE	3.297	3.066	231	7,0	2.109	1.965	144	6,8	1.096	1.016	80	7,3	92	85	7	7,6
MV	693	637	56	8,1	471	428	43	9,1	222	209	13	5,9	-	-	-	-
NI	3.005	2.799	206	6,9	1.989	1.842	147	7,4	1.016	957	59	5,8	-	-	-	-
NW	7.345	6.828	517	7,0	5.148	4.805	343	6,7	2.039	1.876	163	8,0	158	147	11	7,0
RP	1.580	1.465	115	7,3	924	859	65	7,0	649	599	50	7,7	7	7	0	0,0
SL	432	408	24	5,6	317	298	19	6,0	115	110	5	4,3	-	-	-	-
SN	2.068	1.876	192	9,3	1.370	1.248	122	8,9	691	621	70	10,1	7	7	0	0,0
ST	737	665	72	9,8	480	442	38	7,9	257	223	34	13,2	-	-	-	-
SH	882	829	53	6,0	486	450	36	7,4	392	375	17	4,3	4	4	0	0,0
TH	858	774	84	9,8	598	539	59	9,9	259	234	25	9,7	1	1	0	0,0
<b>Tot.</b>	<b>36.995</b>	<b>34.217</b>	<b>2.778</b>	<b>7,5</b>	<b>24.792</b>	<b>22.913</b>	<b>1.879</b>	<b>7,6</b>	<b>11.604</b>	<b>10.753</b>	<b>851</b>	<b>7,3</b>	<b>599</b>	<b>551</b>	<b>48</b>	<b>8,0</b>

Source: German Federal Statistical Office

**Table 4.2.2**

**Proportion of women holding professorships, grouped by federal state and type of HE institution from 1995 to 1997**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>1995</b>																
BW	5.362	4.980	382	7,1	3.370	3.107	263	7,8	1.778	1.676	102	5,7	214	197	17	7,9
BY	4.859	4.589	270	5,6	3.226	3.041	185	5,7	1.633	1.548	85	5,2	-	-	-	-
BE	2.975	2.619	356	12,0	2.285	2.024	261	11,4	629	541	88	14,0	61	54	7	11,5
BB	667	582	85	12,7	398	348	50	12,6	259	226	33	12,7	10	8	2	20,0
HB	627	561	66	10,5	389	334	55	14,1	229	219	10	4,4	9	8	1	11,1
HH	1.727	1.566	161	9,3	1.207	1.105	102	8,5	474	420	54	11,4	46	41	5	10,9
HE	3.379	3.097	282	8,3	2.147	1.965	182	8,5	1.140	1.050	90	7,9	92	82	10	10,9
MV	763	702	61	8,0	513	471	42	8,2	250	231	19	7,6	-	-	-	-
NI	3.088	2.846	242	7,8	2.008	1.847	161	8,0	1.074	996	78	7,3	6	3	3	50,0
NW	7.396	6.852	544	7,4	5.106	4.754	352	6,9	2.130	1.948	182	8,5	160	150	10	6,3
RP	1.553	1.421	132	8,5	895	819	76	8,5	653	597	56	8,6	5	5	0	0,0
SL	414	390	24	5,8	298	279	19	6,4	116	111	5	4,3	-	-	-	-
SN	2.137	1.921	216	10,1	1.383	1.249	134	9,7	744	663	81	10,9	10	9	1	10,0
ST	844	752	92	10,9	541	486	55	10,2	303	266	37	12,2	-	-	-	-
SH	955	895	60	6,3	545	507	38	7,0	407	385	22	5,4	3	3	0	0,0
TH	926	826	100	10,8	644	575	69	10,7	278	248	30	10,8	4	3	1	25,0
<b>Tot.</b>	<b>37.672</b>	<b>34.599</b>	<b>3.073</b>	<b>8,2</b>	<b>24.955</b>	<b>22.911</b>	<b>2.044</b>	<b>8,2</b>	<b>12.097</b>	<b>11.125</b>	<b>972</b>	<b>8,0</b>	<b>620</b>	<b>563</b>	<b>57</b>	<b>9,2</b>
<b>1996</b>																
BW	5.399	4.999	400	7,4	3.364	3.092	272	8,1	1.814	1.702	112	6,2	221	205	16	7,2
BY	4.913	4.628	285	5,8	3.234	3.041	193	6,0	1.679	1.587	92	5,5	-	-	-	-
BE	2.908	2.549	359	12,3	2.199	1.942	257	11,7	643	548	95	14,8	66	59	7	10,6
BB	706	609	97	13,7	405	351	54	13,3	292	251	41	14,0	9	7	2	22,2
HB	621	561	60	9,7	384	336	48	12,5	228	217	11	4,8	9	8	1	11,1
HH	1.727	1.566	161	9,3	1.207	1.105	102	8,5	474	420	54	11,4	46	41	5	10,9
HE	3.247	2.961	286	8,8	2.004	1.831	173	8,6	1.149	1.048	101	8,8	94	82	12	12,8
MV	766	702	64	8,4	500	458	42	8,4	266	244	22	8,3	-	-	-	-
NI	3.088	2.817	271	8,8	1.968	1.791	177	9,0	1.106	1.014	92	8,3	14	12	2	14,3
NW	7.243	6.681	562	7,8	4.982	4.618	364	7,3	2.108	1.919	189	9,0	153	144	9	5,9
RP	1.600	1.476	124	7,8	905	844	61	6,7	691	628	63	9,1	4	4	0	0,0
SL	431	401	30	7,0	318	293	25	7,9	113	108	5	4,4	-	-	-	-
SN	2.139	1.921	218	10,2	1.365	1.232	133	9,7	766	682	84	11,0	8	7	1	12,5
ST	898	794	104	11,6	553	495	58	10,5	345	299	46	13,3	-	-	-	-
SH	965	899	66	6,8	538	498	40	7,4	423	398	25	5,9	4	3	1	25,0
TH	938	840	98	10,4	643	576	67	10,4	291	261	30	10,3	4	3	1	25,0
<b>Tot.</b>	<b>37.589</b>	<b>34.404</b>	<b>3.185</b>	<b>8,5</b>	<b>24.569</b>	<b>22.503</b>	<b>2.066</b>	<b>8,4</b>	<b>12.388</b>	<b>11.326</b>	<b>1.062</b>	<b>8,6</b>	<b>632</b>	<b>575</b>	<b>57</b>	<b>9,0</b>
<b>1997</b>																
BW	5.393	4.969	424	7,9	3.342	3.056	286	8,6	1.830	1.710	120	6,6	221	203	18	8,1
BY	4.990	4.674	316	6,3	3.270	3.060	210	6,4	1.720	1.614	106	6,2	-	-	-	0,0
BE	2.809	2.463	346	12,3	2.098	1.851	247	11,8	643	550	93	14,5	68	62	6	8,8
BB	699	596	103	14,7	399	338	61	15,3	294	254	40	13,6	6	4	2	33,3
HB	618	556	62	10,0	393	344	49	12,5	216	203	13	6,0	9	9	0	0,0
HH	1.718	1.559	159	9,3	1.215	1.114	101	8,3	475	420	55	11,6	28	25	3	10,7
HE	3.168	2.879	289	9,1	1.966	1.793	173	8,8	1.140	1.034	106	9,3	62	52	10	16,1
MV	789	718	71	9,0	505	460	45	8,9	284	258	26	9,2	-	-	-	-
NI	3.019	2.708	311	10,3	1.861	1.675	186	10,0	1.135	1.015	120	10,6	23	18	5	21,7
NW	7.286	6.677	609	8,4	5.030	4.634	396	7,9	2.104	1.898	206	9,8	152	145	7	4,6
RP	1.641	1.500	141	8,6	928	859	69	7,4	711	639	72	10,1	2	2	0	0,0
SL	424	392	32	7,5	319	292	27	8,5	105	100	5	4,8	-	-	-	-
SN	2.197	1.958	239	10,9	1.399	1.256	143	10,2	791	696	95	12,0	7	6	1	14,3
ST	968	851	117	12,1	586	520	66	11,3	382	331	51	13,4	-	-	-	0,0
SH	958	892	66	6,9	529	490	39	7,4	423	398	25	5,9	6	4	2	33,3
TH	991	884	107	10,8	678	601	77	11,4	309	280	29	9,4	4	3	1	25,0
<b>Tot.</b>	<b>37.668</b>	<b>34.276</b>	<b>3.392</b>	<b>9,0</b>	<b>24.518</b>	<b>22.343</b>	<b>2.175</b>	<b>8,9</b>	<b>12.562</b>	<b>11.400</b>	<b>1.162</b>	<b>9,3</b>	<b>588</b>	<b>533</b>	<b>55</b>	<b>9,4</b>

Source: German Federal Statistical Office

**Table 4.2.3**

**Proportion of women holding professorships, grouped by federal state and type of HE institution from 1998 to 2000**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>1998</b>																
BW	5.353	4.908	445	8,3	3.269	2.975	294	9,0	1.868	1.735	133	7,1	216	198	18	8,3
BY	5.036	4.710	326	6,5	3.253	3.036	217	6,7	1.783	1.674	109	6,1	-	-	-	-
BE	2.684	2.334	350	13,0	1.985	1.737	248	12,5	631	536	95	15,1	68	61	7	10,3
BB	713	615	98	13,7	413	354	59	14,3	295	258	37	12,5	5	3	2	40,0
HB	620	554	66	10,6	405	352	53	13,1	206	193	13	6,3	9	9	0	0,0
HH	1.379	1.218	161	11,7	871	776	95	10,9	480	419	61	12,7	28	23	5	17,9
HE	3.141	2.841	300	9,6	1.941	1.766	175	9,0	1.138	1.024	114	10,0	62	51	11	17,7
MV	826	743	83	10,0	528	478	50	9,5	298	265	33	11,1	-	-	-	-
NI	3.150	2.804	346	11,0	1.943	1.748	195	10,0	1.161	1.017	144	12,4	46	39	7	15,2
NW	7.447	6.776	671	9,0	5.039	4.617	422	8,4	2.258	2.019	239	10,6	150	140	10	6,7
RP	1.628	1.478	150	9,2	913	846	67	7,3	714	631	83	11,6	1	1	0	0,0
SL	422	388	34	8,1	316	288	28	8,9	106	100	6	5,7	-	-	-	-
SN	2.224	1.975	249	11,2	1.425	1.276	149	10,5	791	692	99	12,5	8	7	1	12,5
ST	1.041	907	134	12,9	609	538	71	11,7	431	368	63	14,6	1	1	0	0,0
SH	956	888	68	7,1	539	497	42	7,8	411	387	24	5,8	6	4	2	33,3
TH	1.006	895	111	11,0	675	600	75	11,1	327	292	35	10,7	4	3	1	25,0
<b>Tot.</b>	<b>37.626</b>	<b>34.034</b>	<b>3.592</b>	<b>9,5</b>	<b>24.124</b>	<b>21.884</b>	<b>2.240</b>	<b>9,3</b>	<b>12.898</b>	<b>11.610</b>	<b>1.288</b>	<b>10,0</b>	<b>604</b>	<b>540</b>	<b>64</b>	<b>10,6</b>
<b>1999</b>																
BW	5.268	4.828	440	8,4	3.144	2.864	280	8,9	1.914	1.773	141	7,4	210	191	19	9,0
BY	5.017	4.679	338	6,7	3.239	3.022	217	6,7	1.778	1.657	121	6,8	-	-	-	-
BE	2.629	2.283	346	13,2	1.936	1.692	244	12,6	629	535	94	14,9	64	56	8	12,5
BB	722	612	110	15,2	421	356	65	15,4	296	253	43	14,5	5	3	2	40,0
HB	614	543	71	11,6	405	349	56	13,8	200	185	15	7,5	9	9	0	0,0
HH	1.706	1.538	168	9,8	1.204	1.103	101	8,4	471	410	61	13,0	31	25	6	19,4
HE	3.119	2.826	293	9,4	1.921	1.754	167	8,7	1.135	1.020	115	10,1	63	52	11	17,5
MV	841	755	86	10,2	528	476	52	9,8	313	279	34	10,9	-	-	-	-
NI	3.091	2.718	373	12,1	1.852	1.650	202	10,9	1.199	1.034	165	13,8	40	34	6	15,0
NW	7.624	6.888	736	9,7	5.055	4.608	447	8,8	2.427	2.146	281	11,6	142	134	8	5,6
RP	1.609	1.461	148	9,2	889	826	63	7,1	720	635	85	11,8	-	-	-	-
SL	425	388	37	8,7	317	286	31	9,8	108	102	6	5,6	-	-	-	-
SN	2.228	1.966	262	11,8	1.419	1.261	158	11,1	803	699	104	13,0	6	6	0	0,0
ST	1.094	948	146	13,3	650	573	77	11,8	443	374	69	15,6	1	1	0	0,0
SH	951	882	69	7,3	527	483	44	8,3	416	393	23	5,5	8	6	2	25,0
TH	1.036	919	117	11,3	698	616	82	11,7	333	299	34	10,2	5	4	1	20,0
<b>Tot.</b>	<b>37.974</b>	<b>34.234</b>	<b>3.740</b>	<b>9,8</b>	<b>24.205</b>	<b>21.919</b>	<b>2.286</b>	<b>9,4</b>	<b>13.185</b>	<b>11.794</b>	<b>1.391</b>	<b>10,5</b>	<b>584</b>	<b>521</b>	<b>63</b>	<b>10,8</b>
<b>2000</b>																
BW	5.149	4.706	443	8,6	2.987	2.715	272	9,1	1.951	1.799	152	7,8	211	192	19	9,0
BY	5.079	4.697	382	7,5	3.212	2.971	241	7,5	1.867	1.726	141	7,6	-	-	-	-
BE	2.578	2.230	348	13,5	1.885	1.648	237	12,6	632	527	105	16,6	61	55	6	9,8
BB	738	618	120	16,3	423	355	68	16,1	310	260	50	16,1	5	3	2	40,0
HB	603	526	77	12,8	392	331	61	15,6	202	186	16	7,9	9	9	0	0,0
HH	1.601	1.405	196	12,2	1.126	999	127	11,3	446	383	63	14,1	29	23	6	20,7
HE	3.065	2.750	315	10,3	1.889	1.709	180	9,5	1.115	991	124	11,1	61	50	11	18,0
MV	854	761	93	10,9	538	484	54	10,0	316	277	39	12,3	-	-	-	-
NI	3.136	2.737	399	12,7	1.888	1.668	220	11,7	1.209	1.035	174	14,4	39	34	5	12,8
NW	7.529	6.761	768	10,2	5.066	4.579	487	9,6	2.318	2.049	269	11,6	145	133	12	8,3
RP	1.646	1.479	167	10,1	904	829	75	8,3	742	650	92	12,4	-	-	-	-
SL	421	380	41	9,7	313	279	34	10,9	108	101	7	6,5	-	-	-	-
SN	2.245	1.969	276	12,3	1.436	1.276	160	11,1	803	687	116	14,4	6	6	0	0,0
ST	1.108	953	155	14,0	645	567	78	12,1	463	386	77	16,6	-	-	-	-
SH	973	893	80	8,2	563	506	57	10,1	401	380	21	5,2	9	7	2	22,2
TH	1.069	943	126	11,8	713	625	88	12,3	351	314	37	10,5	5	4	1	20,0
<b>Tot.</b>	<b>37.794</b>	<b>33.808</b>	<b>3.986</b>	<b>10,5</b>	<b>23.980</b>	<b>21.541</b>	<b>2.439</b>	<b>10,2</b>	<b>13.234</b>	<b>11.751</b>	<b>1.483</b>	<b>11,2</b>	<b>580</b>	<b>516</b>	<b>64</b>	<b>11,0</b>

Source: German Federal Statistical Office

**Table 4.2.4**

**Proportion of women holding professorships, grouped by federal state and type of HE institution from 2001 to 2003**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>2001</b>																
BW	5.176	4.690	486	9,4	2.976	2.686	290	9,7	1.997	1.818	179	9,0	203	186	17	8,4
BY	5.151	4.739	412	8,0	3.274	3.008	266	8,1	1.877	1.731	146	7,8	-	-	-	-
BE	2.513	2.155	358	14,2	1.821	1.581	240	13,2	630	519	111	17,6	62	55	7	11,3
BB	745	616	129	17,3	423	351	72	17,0	317	262	55	17,4	5	3	2	40,0
HB	626	548	78	12,5	412	350	62	15,0	205	189	16	7,8	9	9	0	0,0
HH	1.557	1.360	197	12,7	1.107	976	131	11,8	421	361	60	14,3	29	23	6	20,7
HE	3.064	2.734	330	10,8	1.873	1.685	188	10,0	1.132	1.003	129	11,4	59	46	13	22,0
MV	844	755	89	10,5	520	473	47	9,0	324	282	42	13,0	-	-	-	-
NI	3.127	2.692	435	13,9	1.850	1.611	239	12,9	1.237	1.047	190	15,4	40	34	6	15,0
NW	7.418	6.596	822	11,1	4.953	4.432	521	10,5	2.324	2.035	289	12,4	141	129	12	8,5
RP	1.639	1.467	172	10,5	897	816	81	9,0	742	651	91	12,3	-	-	-	-
SL	415	380	35	8,4	304	277	27	8,9	111	103	8	7,2	-	-	-	-
SN	2.255	1.966	289	12,8	1.436	1.268	168	11,7	812	691	121	14,9	7	7	0	0,0
ST	1.101	936	165	15,0	638	555	83	13,0	463	381	82	17,7	-	-	-	-
SH	948	864	84	8,9	543	485	58	10,7	396	372	24	6,1	9	7	2	22,2
TH	1.082	947	135	12,5	717	624	93	13,0	360	319	41	11,4	5	4	1	20,0
<b>Tot.</b>	<b>37.661</b>	<b>33.445</b>	<b>4.216</b>	<b>11,2</b>	<b>23.744</b>	<b>21.178</b>	<b>2.566</b>	<b>10,8</b>	<b>13.348</b>	<b>11.764</b>	<b>1.584</b>	<b>11,9</b>	<b>569</b>	<b>503</b>	<b>66</b>	<b>11,6</b>
<b>2002</b>																
BW	5.166	4.646	520	10,1	2.955	2.650	305	10,3	2.036	1.834	202	9,9	175	162	13	7,4
BY	5.174	4.745	429	8,3	3.283	3.009	274	8,3	1.891	1.736	155	8,2	-	-	-	-
BE	2.490	2.097	393	15,8	1.801	1.537	264	14,7	622	502	120	19,3	67	58	9	13,4
BB	764	630	134	17,5	429	352	77	17,9	330	275	55	16,7	5	3	2	40,0
HB	675	581	94	13,9	457	382	75	16,4	209	192	17	8,1	9	7	2	22,2
HH	1.678	1.413	265	15,8	1.227	1.032	195	15,9	425	361	64	15,1	26	20	6	23,1
HE	3.082	2.736	346	11,2	1.880	1.687	193	10,3	1.144	1.004	140	12,2	58	45	13	22,4
MV	846	754	92	10,9	517	465	52	10,1	329	289	40	12,2	-	-	-	-
NI	3.173	2.680	493	15,5	1.881	1.599	282	15,0	1.265	1.058	207	16,4	27	23	4	14,8
NW	7.384	6.532	852	11,5	4.805	4.278	527	11,0	2.440	2.125	315	12,9	139	129	10	7,2
RP	1.686	1.505	181	10,7	916	831	85	9,3	770	674	96	12,5	-	-	-	-
SL	413	373	40	9,7	302	271	31	10,3	111	102	9	8,1	-	-	-	-
SN	2.210	1.922	288	13,0	1.391	1.224	167	12,0	814	693	121	14,9	5	5	0	0,0
ST	1.107	948	159	14,4	641	561	80	12,5	463	384	79	17,1	3	3	0	0,0
SH	960	864	96	10,0	561	493	68	12,1	391	365	26	6,6	8	6	2	25,0
TH	1.053	923	130	12,3	693	606	87	12,6	354	312	42	11,9	6	5	1	16,7
<b>Tot.</b>	<b>37.861</b>	<b>33.349</b>	<b>4.512</b>	<b>11,9</b>	<b>23.739</b>	<b>20.977</b>	<b>2.762</b>	<b>11,6</b>	<b>13.594</b>	<b>11.906</b>	<b>1.688</b>	<b>12,4</b>	<b>528</b>	<b>466</b>	<b>62</b>	<b>11,7</b>
<b>2003</b>																
BW	5.188	4.627	561	10,8	2.951	2.615	336	11,4	2.073	1.862	211	10,2	164	150	14	8,5
BY	5.248	4.772	476	9,1	3.315	3.014	301	9,1	1.933	1.758	175	9,1	-	-	-	-
BE	2.470	2.055	415	16,8	1.739	1.467	272	15,6	659	529	130	19,7	72	59	13	18,1
BB	760	629	131	17,2	426	351	75	17,6	330	276	54	16,4	4	2	2	50,0
HB	687	586	101	14,7	468	387	81	17,3	209	191	18	8,6	10	8	2	20,0
HH	1.577	1.325	252	16,0	1.132	947	185	16,3	423	360	63	14,9	22	18	4	18,2
HE	3.125	2.730	395	12,6	1.899	1.676	223	11,7	1.169	1.009	160	13,7	57	45	12	21,1
MV	856	753	103	12,0	521	462	59	11,3	335	291	44	13,1	-	-	-	-
NI	3.195	2.659	536	16,8	1.895	1.596	299	15,8	1.259	1.035	224	17,8	41	28	13	31,7
NW	7.398	6.456	942	12,7	4.810	4.225	585	12,2	2.437	2.097	340	14,0	151	134	17	11,3
RP	1.698	1.496	202	11,9	925	826	99	10,7	773	670	103	13,3	-	-	-	-
SL	405	361	44	10,9	300	266	34	11,3	105	95	10	9,5	-	-	-	-
SN	2.251	1.938	313	13,9	1.434	1.253	181	12,6	811	680	131	16,2	6	5	1	16,7
ST	1.096	934	162	14,8	647	565	82	12,7	446	366	80	17,9	3	3	0	0,0
SH	960	864	96	10,0	561	493	68	12,1	391	365	26	6,6	8	6	2	25,0
TH	1.051	921	130	12,4	689	603	86	12,5	356	313	43	12,1	6	5	1	16,7
<b>Tot.</b>	<b>37.965</b>	<b>33.106</b>	<b>4.859</b>	<b>12,8</b>	<b>23.712</b>	<b>20.746</b>	<b>2.966</b>	<b>12,5</b>	<b>13.709</b>	<b>11.897</b>	<b>1.812</b>	<b>13,2</b>	<b>544</b>	<b>463</b>	<b>81</b>	<b>14,9</b>

Source: German Federal Statistical Office



**Table 4.2.5**

**Proportion of women holding professorships, grouped by federal state and type of HE institution from 2004 to 2006**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>2004</b>																
BW	5.283	4.660	623	11,8	2.986	2.610	376	12,6	2.137	1.906	231	10,8	160	144	16	10,0
BY	5.308	4.810	498	9,4	3.300	2.990	310	9,4	2.008	1.820	188	9,4	-	-	-	-
BE	2.514	2.060	454	18,1	1.758	1.465	293	16,7	687	541	146	21,3	69	54	15	21,7
BB	797	655	142	17,8	440	358	82	18,6	353	295	58	16,4	4	2	2	50,0
HB	694	581	113	16,3	472	383	89	18,9	212	190	22	10,4	10	8	2	20,0
HH	1.557	1.306	251	16,1	1.128	941	187	16,6	422	359	63	14,9	7	6	1	14,3
HE	3.141	2.710	431	13,7	1.905	1.661	244	12,8	1.175	1.002	173	14,7	61	47	14	23,0
MV	837	728	109	13,0	510	446	64	12,5	327	282	45	13,8	-	-	-	-
NI	3.189	2.602	587	18,4	1.892	1.558	334	17,7	1.251	1.014	237	18,9	46	30	16	34,8
NW	7.686	6.651	1.035	13,5	4.912	4.285	627	12,8	2.630	2.238	392	14,9	144	128	16	11,1
RP	1.699	1.489	210	12,4	934	827	107	11,5	765	662	103	13,5	-	-	-	-
SL	406	362	44	10,8	295	263	32	10,8	111	99	12	10,8	-	-	-	-
SN	2.213	1.895	318	14,4	1.401	1.219	182	13,0	797	664	133	16,7	15	12	3	20,0
ST	1.115	941	174	15,6	672	583	89	13,2	441	356	85	19,3	2	2	0	0,0
SH	933	829	104	11,1	537	468	69	12,8	387	354	33	8,5	9	7	2	22,2
TH	1.071	940	131	12,2	703	618	85	12,1	362	317	45	12,4	6	5	1	16,7
<b>Tot.</b>	<b>38.443</b>	<b>33.219</b>	<b>5.224</b>	<b>13,6</b>	<b>23.845</b>	<b>20.675</b>	<b>3.170</b>	<b>13,3</b>	<b>14.065</b>	<b>12.099</b>	<b>1.966</b>	<b>14,0</b>	<b>533</b>	<b>445</b>	<b>88</b>	<b>16,5</b>
<b>2005</b>																
BW	5.241	4.573	668	12,7	2.958	2.557	401	13,6	2.133	1.881	252	11,8	150	135	15	10,0
BY	5.187	4.665	522	10,1	3.204	2.873	331	10,3	1.983	1.792	191	9,6	-	-	-	-
BE	2.432	1.960	472	19,4	1.677	1.378	299	17,8	692	535	157	22,7	63	47	16	25,4
BB	797	651	146	18,3	437	353	84	19,2	356	296	60	16,9	4	2	2	50,0
HB	692	570	122	17,6	466	375	91	19,5	217	188	29	13,4	9	7	2	22,2
HH	1.482	1.227	255	17,2	1.043	855	188	18,0	432	366	66	15,3	7	6	1	14,3
HE	3.123	2.683	440	14,1	1.892	1.640	252	13,3	1.175	1.001	174	14,8	56	42	14	25,0
MV	817	711	106	13,0	498	439	59	11,8	319	272	47	14,7	-	-	-	-
NI	3.154	2.553	601	19,1	1.992	1.619	373	18,7	1.114	903	211	18,9	48	31	17	35,4
NW	7.532	6.468	1.064	14,1	4.762	4.105	657	13,8	2.639	2.246	393	14,9	131	117	14	10,7
RP	1.706	1.484	222	13,0	943	830	113	12,0	763	654	109	14,3	-	-	-	-
SL	418	366	52	12,4	308	270	38	12,3	110	96	14	12,7	-	-	-	-
SN	2.185	1.865	320	14,6	1.374	1.191	183	13,3	795	661	134	16,9	16	13	3	18,8
ST	1.078	910	168	15,6	639	553	86	13,5	437	355	82	18,8	2	2	0	0,0
SH	932	826	106	11,4	564	488	76	13,5	359	331	28	7,8	9	7	2	22,2
TH	1.089	941	148	13,6	718	615	103	14,3	365	321	44	12,1	6	5	1	16,7
<b>Tot.</b>	<b>37.865</b>	<b>32.453</b>	<b>5.412</b>	<b>14,3</b>	<b>23.475</b>	<b>20.141</b>	<b>3.334</b>	<b>14,2</b>	<b>13.889</b>	<b>11.898</b>	<b>1.991</b>	<b>14,3</b>	<b>501</b>	<b>414</b>	<b>87</b>	<b>17,4</b>
<b>2006</b>																
BW	5.245	4.545	700	13,3	2.933	2.511	422	14,4	2.165	1.903	262	12,1	147	131	16	10,9
BY	5.276	4.690	586	11,1	3.261	2.886	375	11,5	2.015	1.804	211	10,5	-	-	-	-
BE	2.515	1.984	531	21,1	1.730	1.393	337	19,5	722	543	179	24,8	63	48	15	23,8
BB	829	682	147	17,7	448	368	80	17,9	376	311	65	17,3	5	3	2	40,0
HB	667	543	124	18,6	461	368	93	20,2	197	168	29	14,7	9	7	2	22,2
HH	1.407	1.144	263	18,7	1.047	857	190	18,1	354	282	72	20,3	6	5	1	16,7
HE	3.134	2.597	537	17,1	1.907	1.587	320	16,8	1.177	973	204	17,3	50	37	13	26,0
MV	836	719	117	14,0	518	453	65	12,5	318	266	52	16,4	-	-	-	-
NI	3.108	2.480	628	20,2	1.969	1.573	396	20,1	1.098	879	219	19,9	41	28	13	31,7
NW	7.379	6.286	1.093	14,8	4.621	3.955	666	14,4	2.624	2.214	410	15,6	134	117	17	12,7
RP	1.678	1.460	218	13,0	906	798	108	11,9	772	662	110	14,2	-	-	-	-
SL	418	359	59	14,1	307	262	45	14,7	111	97	14	12,6	-	-	-	-
SN	2.191	1.853	338	15,4	1.399	1.205	194	13,9	779	637	142	18,2	13	11	2	15,4
ST	1.025	864	161	15,7	597	515	82	13,7	426	347	79	18,5	2	2	0	0,0
SH	926	828	98	10,6	561	492	69	12,3	357	330	27	7,6	8	6	2	25,0
TH	1.060	925	135	12,7	696	606	90	12,9	358	314	44	12,3	6	5	1	16,7
<b>Tot.</b>	<b>37.694</b>	<b>31.959</b>	<b>5.735</b>	<b>15,2</b>	<b>23.361</b>	<b>19.829</b>	<b>3.532</b>	<b>15,1</b>	<b>13.849</b>	<b>11.730</b>	<b>2.119</b>	<b>15,3</b>	<b>484</b>	<b>400</b>	<b>84</b>	<b>17,4</b>

Source: German Federal Statistical Office

**Table 4.2.6**

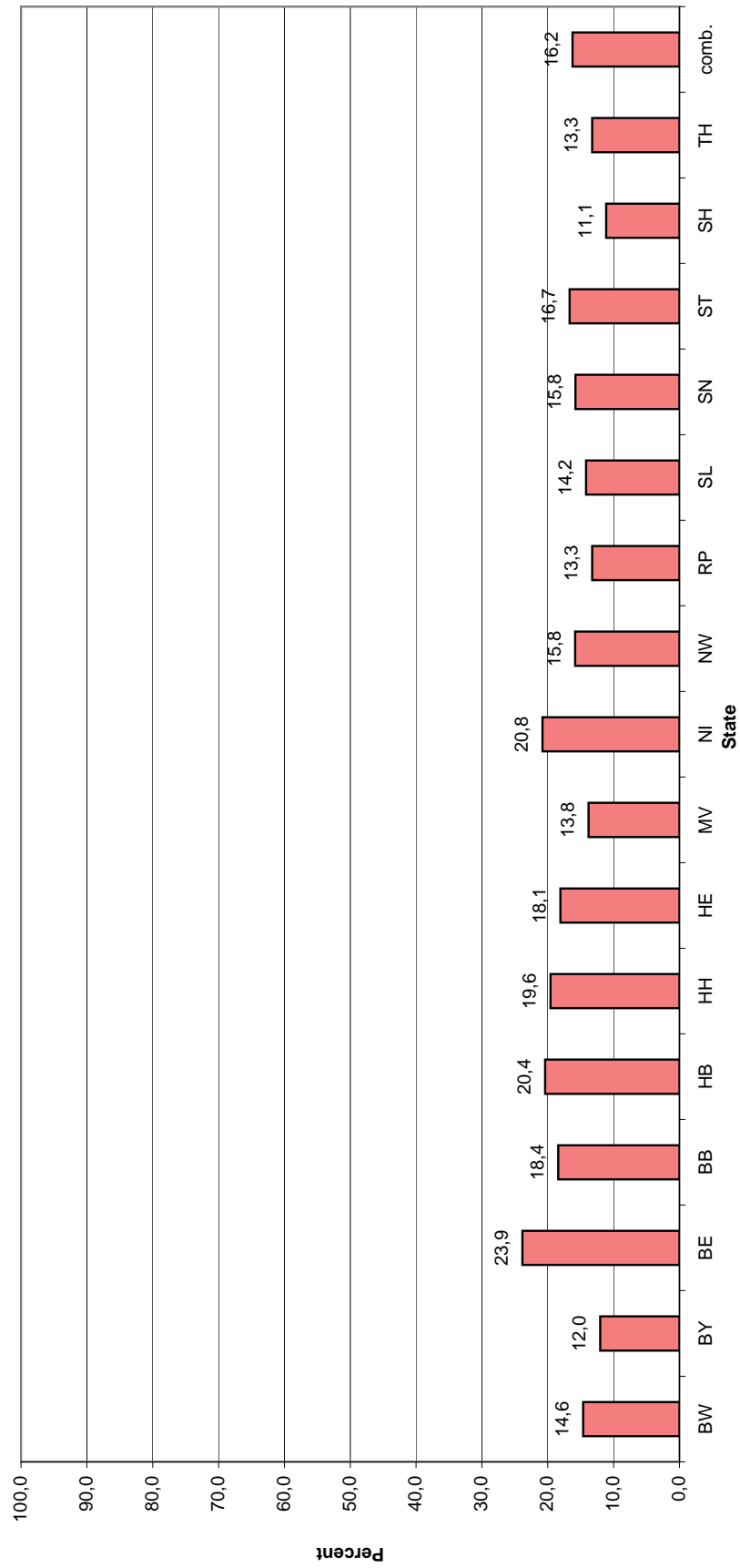
**Proportion of women holding professorships, grouped by federal state and type of HE institution  
In 2007**

State	All types of HE institution				of which...											
					Universities and equiv. institutions of HE				Univs. applied sciences (excl. public admin. colleges)				Public admin. colleges			
	Total	Of which			Total	Of which			Total	Of which			Total	Of which		
		Men	Women	%		Men	Women	%		Men	Women	%		Men	Women	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>2007</b>																
BW	5.357	4.574	783	14,6	3 000	2.520	480	16,0	2 222	1.934	288	13,0	135	120	15	11,1
BY	5.249	4.617	632	12,0	3 244	2.838	406	12,5	2 005	1.779	226	11,3	-	-	-	-
BE	2.696	2.053	643	23,9	1 857	1.441	416	22,4	777	564	213	27,4	62	48	14	22,6
BB	842	687	155	18,4	453	366	87	19,2	383	317	66	17,2	6	4	2	33,3
HB	642	511	131	20,4	442	344	98	22,2	191	160	31	16,2	9	7	2	22,2
HH	1.399	1.125	274	19,6	1 018	825	193	19,0	373	294	79	21,2	8	6	2	25,0
HE	3.170	2.597	573	18,1	1 965	1.622	343	17,5	1 156	936	220	19,0	49	39	10	20,4
MV	825	711	114	13,8	505	440	65	12,9	320	271	49	15,3	-	-	-	-
NI	3.167	2.508	659	20,8	2 015	1.593	422	20,9	1 119	894	225	20,1	33	21	12	36,4
NW	7.388	6.218	1.170	15,8	4 627	3.903	724	15,6	2 645	2.215	430	16,3	116	100	16	13,8
RP	1.675	1.453	222	13,3	913	801	112	12,3	762	652	110	14,4	-	-	-	-
SL	416	357	59	14,2	308	264	44	14,3	108	93	15	13,9	-	-	-	-
SN	2.178	1.834	344	15,8	1 403	1.202	201	14,3	762	621	141	18,5	13	11	2	15,4
ST	1.007	839	168	16,7	590	505	85	14,4	415	332	83	20,0	2	2	-	0,0
SH	953	847	106	11,1	574	501	73	12,7	371	340	31	8,4	8	6	2	25,0
TH	1.056	916	140	13,3	682	588	94	13,8	368	323	45	12,2	6	5	1	16,7
<b>Tot.</b>	<b>38.020</b>	<b>31.847</b>	<b>6.173</b>	<b>16,2</b>	<b>23.596</b>	<b>19.753</b>	<b>3.843</b>	<b>16,3</b>	<b>13.977</b>	<b>11.725</b>	<b>2.252</b>	<b>16,1</b>	<b>447</b>	<b>369</b>	<b>78</b>	<b>17,4</b>

Source: German Federal Statistical Office

**Table 4.2.7**

**Proportion of women holding professorships, grouped by federal state,  
all HE institutions, 2007**



Source: German Federal Statistical Office

## **5. Applications, shortlist places gained, calls to post, and appointments by/of women for professorships in higher education (1997-2008)**

---

- 5.1 Grouped by type of HE institution and seniority
  - 5.1.1 Professorships held at all higher education institutions (overview 1997-2008)
  - 5.1.2 Professorships held, grouped by type of HE institution (overview 1997-2008)
  - 5.1.3 In 2008
  
- 5.2 Grouped by seniority and subject group
  - 5.2.1 - Traditional universities (excl. art and music colleges) in 2008
  - 5.2.2 - Universities of applied sciences in 2008
  
- 5.3 Grouped by type of HE institution/seniority and federal state
  - 5.3.1 Overview: Proportion of women at application, shortlist, and call to post stage, grouped by federal state, 2008
  - 5.3.2 - Traditional universities (excl. art and music colleges) - In 2008, W3-W1, and overall
  - 5.3.3 - Art and music colleges - W3-W1 and overall, 2008
  - 5.3.4 - Universities of applied sciences - W3, W2 – in-house and overall, 2008

**Table 5.1.1**

**Professorships held (general overview 1997-2008)**

All HE institutions from 2004 and UNI BW and FH Bund	1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008
	<b>Applications for professor vacancies</b>											
Total	62.731	62.673	61.622	65.112	61.698	67.523	71.756	89.296	70.689	69.847	72.669	74.349
Men, absolute	54.623	54.555	53.158	55.543	52.539	56.336	59.526	73.660	56.229	55.428	56.938	56.780
Women, absolute	8.108	8.118	8.464	9.569	9.159	11.187	12.230	15.636	14.460	14.419	15.731	17.569
Women in %	12,9	13,0	13,7	14,7	14,8	16,6	17,0	17,5	20,5	20,6	21,6	23,6
<b>Of which: shortlisted</b>												
Total	6.172	6.017	5.593	5.843	6.078	6.687	6.744	7.909	5.627	6.035	6.523	7.680
Men, absolute	5.269	5.234	4.724	4.896	5.111	5.491	5.544	6.380	4.358	4.629	4.991	5.734
Women, absolute	903	783	869	947	967	1.196	1.200	1.529	1.269	1.406	1.532	1.946
Women in %	14,6	13,0	15,5	16,2	15,9	17,9	17,8	19,3	22,6	23,3	23,5	25,3
<b>Called to post</b>												
Total	2.396	2.238	2.153	2.313	2.416	2.626	2.620	3.166	2.277	2.345	2.788	3.301
Men, absolute	1.990	1.913	1.828	1.912	2.049	2.159	2.154	2.562	1.748	1.815	2.142	2.455
Women, absolute	406	325	325	401	367	467	466	604	529	530	646	846
Women in %	16,9	14,5	15,1	17,3	15,2	17,8	17,8	19,1	23,2	22,6	23,2	25,6
<b>Accepted post*</b>												
Total	2.073	1.973	1.730	1.899	1.492	1.753	1.616	2.310	1.088	1.214	1.525	1.733
Men, absolute	1.747	1.667	1.468	1.590	1.256	1.450	1.325	1.841	809	942	1.146	1.268
Women, absolute	326	306	262	309	236	303	291	469	279	272	379	465
Women in %	15,7	15,5	15,1	16,3	15,8	17,3	18,0	20,3	25,6	22,4	24,9	26,8

\* Called to post 1997, in some cases completed 1998; called to post 1998, in some cases completed 1999; called to post 1999, in some cases completed 2000/2001; called to post 2000, in some cases completed 2001; called to post 2001, in some cases completed 2002; called to post 2002, in some cases completed 2003; called to post 2003, in some cases completed 2004; called to post 2004, in some cases completed 2005.  
 \*\* Retroactive correction by Lower Saxony (NI) for 2004 for W1 and W2 with data from 10<sup>th</sup> update.

Source: GWK survey of federal and state governments.

**Table 5.1.1**

Table 5.1.2

Professorships held, grouped by type of HE institution (overview 1997-2008)

Universities and equivalent institutions of HE (excl. art and music colleges) from 2004 including Bundeswehr		1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008
Applications for professor vacancies	Total	38.785	36.843	39.732	43.912	41.350	44.647	49.886	58.790	50.461	50.870	52.345	50.812
	Men, absolute	34.379	32.776	34.815	38.014	35.822	37.925	41.852	49.174	40.929	40.885	41.581	39.397
	Women, absolute	4.406	4.067	4.917	5.898	5.528	6.722	8.034	9.616	9.532	9.985	10.764	11.415
	Women in %	11,4	11,0	12,4	13,4	13,4	15,1	16,1	16,4	18,9	19,6	20,6	22,5
Of which: shortlisted	Total	3.790	3.529	3.566	3.716	3.756	4.060	4.520	4.990	4.214	4.475	4.722	5.430
	Men, absolute	3.287	3.124	3.051	3.157	3.185	3.356	3.714	4.076	3.292	3.462	3.632	4.082
	Women, absolute	503	405	515	559	571	704	806	914	922	1.013	1.090	1.348
	Women in %	13,3	11,5	14,4	15,0	15,2	17,3	17,8	18,3	21,9	22,6	23,1	24,8
Called to post	Total	1.437	1.207	1.270	1.347	1.334	1.455	1.642	1.863	1.688	1.745	2.076	2.348
	Men, absolute	1.218	1.046	1.094	1.126	1.144	1.198	1.359	1.536	1.316	1.376	1.613	1.749
	Women, absolute	219	161	176	221	190	257	283	327	372	369	463	599
	Women in %	15,2	13,3	13,9	16,4	14,2	17,7	17,2	17,6	22,0	21,1	22,3	25,5
Accepted post*	Total	1.228	1.061	1.001	1.072	717	862	987	1.287	722	860	1.052	1.117
	Men, absolute	1.056	911	864	912	603	714	806	1.040	547	679	792	810
	Women, absolute	172	150	137	160	114	148	181	247	175	181	260	307
	Women in %	14,0	14,1	13,7	14,9	15,9	17,2	18,3	19,2	24,2	21,0	24,7	27,5

Art and music colleges		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Applications for professor vacancies	Total	3.419	4.334	4.178	4.450	4.446	5.501	3.738	5.593	6.439	4.565	4.578	5.968
	Men, absolute	2.480	3.282	3.060	3.321	3.213	3.929	2.692	3.962	4.408	3.039	3.037	3.876
	Women, absolute	939	1.052	1.118	1.129	1.233	1.572	1.046	1.631	2.031	1.526	1.541	2.092
	Women in %	27,5	24,3	26,8	25,4	27,7	28,6	28,0	29,2	31,5	33,4	33,7	35,1
Of which: shortlisted	Total	266	265	275	300	298	377	255	340	352	239	289	337
	Men, absolute	203	207	205	221	211	265	204	249	241	160	200	215
	Women, absolute	63	58	70	79	87	112	51	91	111	79	89	122
	Women in %	23,7	21,9	25,5	26,3	29,2	29,7	20,0	26,8	31,5	33,1	30,8	36,2
Called to post	Total	103	97	105	118	120	127	91	130	125	90	116	138
	Men, absolute	80	79	86	91	90	90	65	98	88	59	81	94
	Women, absolute	23	18	19	27	30	37	26	32	37	31	35	44
	Women in %	22,3	18,6	18,1	22,9	25,0	29,1	28,6	24,6	29,6	34,4	30,2	31,9
Accepted post*	Total	93	93	96	92	98	92	64	101	102	72	83	91
	Men, absolute	74	76	80	72	73	64	48	77	72	49	58	60
	Women, absolute	19	17	16	20	25	28	16	24	30	23	25	31
	Women in %	20,4	18,3	16,7	21,7	25,5	30,4	25,0	23,8	29,4	31,9	30,1	34,1

Universities of applied sciences from 2004 including FH der Bund		1997	1998	1999	2000	2001	2002	2003	2004	2005***	2006	2007	2008
Applications for professor vacancies	Total	20.527	21.496	17.712	16.750	15.902	17.375	18.132	24.913	13.789	14.412	15.746	17.569
	Men, absolute	17.764	18.497	15.283	14.208	13.504	14.482	14.982	20.524	10.892	11.504	12.330	13.507
	Women, absolute	2.763	2.999	2.429	2.542	2.398	2.893	3.150	4.389	2.897	2.908	3.426	4.062
	Women in %	13,5	14	13,7	15,2	15,1	16,7	17,4	17,6	21,0	20,2	21,8	23,1
Of which: shortlisted	Total	2.116	2.223	1.752	1.827	2.024	2.250	1.969	2.579	1.061	1.321	1.512	1.913
	Men, absolute	1.779	1.903	1.468	1.518	1.715	1.870	1.626	2.055	825	1.007	1.159	1.437
	Women, absolute	337	320	284	309	309	380	343	524	236	314	353	476
	Women in %	15,9	14,4	16,2	16,9	15,3	16,9	17,4	20,3	22,2	23,8	23,3	24,9
Called to post	Total	856	934	778	848	962	1.044	887	1.173	464	510	596	815
	Men, absolute	692	788	648	695	815	871	730	928	344	380	448	612
	Women, absolute	164	146	130	153	147	173	157	245	120	130	148	203
	Women in %	19,2	15,6	16,7	18,0	15,3	16,6	17,7	20,9	25,9	25,5	24,8	24,9
Accepted post*	Total	752	819	633	735	677	799	565	922	264	282	390	525
	Men, absolute	617	680	524	606	580	672	463	724	190	214	296	398
	Women, absolute	135	139	109	129	97	127	102	198	74	68	94	127
	Women in %	18,0	17,0	17,2	17,6	14,3	15,9	18,1	21,5	28,0	24,1	24,1	24,2

\* Called to post 1997, in some cases completed 1998; called to post 1998, in some cases completed 1999; called to post 1999, in some cases completed 2000/2001; called to post 2000, in some cases completed 2001; called to post 2001, in some cases completed 2002; called to post 2002, in some cases completed 2003.

\*\* Retroactive correction by Lower Saxony (NI) for 2004 for W1 and W2 with data from 10th update.

\*\*\* In Bavaria (BY) no posts at W3 level have been introduced at universities of applied sciences, therefore there are also no corresponding in-house appointments. For 22 calls to post no detailed information is available.

Source: GWK survey of federal and state governments.

**Table 5.1.3**

**Applications, calls to post, and appointments by/of women for professorships at HE institutions  
Grouped by type of HE institution and seniority in 2008**

Type HE institution/seniority	2008															
	Applications related to calls to post 2008								Called to post 2008				Appointments related to calls to post 2008			
	Total				Of which: shortlisted				Total	Men	Women	%	Total	Men	Women	%
	Total	Men	Women		Total	Men	Women									
(1)	(2)	Absolute	Absolute	%	(6)	Absolute	Absolute	%	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
<b>Universities (excl. art and music colleges)*</b>	<b>50.812</b>	<b>39.397</b>	<b>11.415</b>	<b>22,5</b>	<b>5.430</b>	<b>4.082</b>	<b>1.348</b>	<b>24,8</b>	<b>2.348</b>	<b>1.749</b>	<b>599</b>	<b>25,5</b>	<b>1.117</b>	<b>810</b>	<b>307</b>	<b>27,5</b>
- W3	29.104	23.130	5.974	20,5	2.732	2.164	568	20,8	1.160	940	220	19,0	501	406	95	19,0
- W2	17.634	13.461	4.173	23,7	2.069	1.507	562	27,2	866	608	258	29,8	392	269	123	31,4
- W1	4.074	2.806	1.268	31,1	629	411	218	34,7	322	201	121	37,6	224	135	89	39,7
<b>Art and music colleges</b>	<b>5.968</b>	<b>3.876</b>	<b>2.092</b>	<b>35,1</b>	<b>337</b>	<b>215</b>	<b>122</b>	<b>36,2</b>	<b>138</b>	<b>94</b>	<b>44</b>	<b>31,9</b>	<b>91</b>	<b>60</b>	<b>31</b>	<b>34,1</b>
- W3	2.745	1.879	866	31,5	158	117	41	25,9	62	46	16	25,8	38	28	10	26,3
- W2	3.223	1.997	1.226	38,0	179	98	81	45,3	76	48	28	36,8	53	32	21	39,6
- W1	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
<b>Universities of applied sciences</b>	<b>17.569</b>	<b>13.507</b>	<b>4.062</b>	<b>23,1</b>	<b>1.913</b>	<b>1.437</b>	<b>476</b>	<b>24,9</b>	<b>815</b>	<b>612</b>	<b>203</b>	<b>24,9</b>	<b>525</b>	<b>398</b>	<b>127</b>	<b>24,2</b>
- W3	485	389	96	19,8	62	53	9	14,5	27	26	1	3,7	14	13	1	7,1
- W2	17.084	13.118	3.966	23,2	1.851	1.384	467	25,2	788	586	202	25,6	511	385	126	24,7
Of which in-house	27	23	4	14,8	7	7	0	0,0	5	5	0	0,0	5	5	0	0,0
<b>Institutions of higher education total *, **</b>	<b>74.349</b>	<b>56.780</b>	<b>17.569</b>	<b>23,6</b>	<b>7.680</b>	<b>5.734</b>	<b>1.946</b>	<b>25,3</b>	<b>3.301</b>	<b>2.455</b>	<b>846</b>	<b>25,6</b>	<b>1.733</b>	<b>1.268</b>	<b>465</b>	<b>26,8</b>
- W3	32.334	25.398	6.936	21,5	2.952	2.334	618	20,9	1.249	1.012	237	19,0	553	447	106	19,2
- W2	37.941	28.576	9.365	24,7	4.099	2.989	1.110	27,1	1.730	1.242	488	28,2	956	686	270	28,2
- W1	4.074	2.806	1.268	31,1	629	411	218	34,7	322	201	121	37,6	224	135	89	39,7

\* Including data from Bundeswehr Universities.

\*\* Including data from Federal Institutes for Public Administration and Bundeswehr universities of applied sciences.

Source: GWK survey of federal and state ministries.

**Table 5.2.1**

**Applications, shortlist places gained, calls to post, and appointments by/of women for professorships at HE institutions, grouped by seniority and subject group, 2008 - Universities (excl. art and music colleges) -**

Subject groups	2008																			
	Applications related to calls to post 2008								Called to post 2008 <sup>1</sup>				Appointments <sup>2</sup> related to calls to post 2008 <sup>3</sup>							
	Total				Of which: shortlisted				Total		Men		Women		Total		Men		Women	
	Absolute	Absolute	Absolute	%	Absolute	Absolute	Absolute	%	Absolute	Absolute	Absolute	%	Absolute	Absolute	Absolute	%	Absolute	Absolute	Absolute	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)				
<b>W3</b>																				
Languages/humanities	7.597	5.120	2.477	33	576	373	203	35	244	168	76	31	129	89	40	31				
Sport	211	159	52	25	28	18	10	36	12	6	6	50	6	4	2	33				
Law, economics, and social sciences	5.254	4.184	1.070	20	520	399	121	23	215	172	43	20	94	75	19	20				
Mathematics/natural sciences	8.613	7.450	1.163	14	711	606	105	15	302	263	39	13	109	97	12	11				
Human medicine	3.534	2.994	540	15	499	429	70	14	197	167	30	15	76	66	10	13				
Veterinary medicine	83	68	15	18	21	16	5	24	7	4	3	43	2	2	0	0				
Agronomy, forestry, and nutrition sciences	168	125	43	26	26	20	6	23	12	11	1	8	8	7	1	13				
Engineering	2.387	2.193	194	8	263	242	21	8	135	124	11	8	57	51	6	11				
Art, art history	891	529	362	41	43	22	21	49	16	8	8	50	12	7	5	42				
<b>Combined</b>	<b>28.738</b>	<b>22.822</b>	<b>5.916</b>	<b>20,6</b>	<b>2.687</b>	<b>2.125</b>	<b>562</b>	<b>20,9</b>	<b>1.140</b>	<b>923</b>	<b>217</b>	<b>19,0</b>	<b>493</b>	<b>398</b>	<b>95</b>	<b>19,3</b>				
<b>W2</b>																				
Languages/humanities	4.360	2.864	1.496	34,3	427	241	186	43,6	188	109	79	42,0	97	53	44	45,4				
Sport	81	51	30	37,0	13	9	4	30,8	8	6	2	25,0	3	2	1	33,3				
Law, economics, and social sciences	2.864	2.166	698	24,4	245	175	70	28,6	95	67	28	29,5	49	30	19	38,8				
Mathematics/natural sciences	6.474	5.469	1.005	15,5	695	558	137	19,7	263	194	69	26,2	129	95	34	26,4				
Human medicine	2.050	1.611	439	21,4	505	389	116	23,0	227	173	54	23,8	71	60	11	15,5				
Veterinary medicine	32	23	9	28,1	12	9	3	25,0	7	5	2	28,6	2	1	1	50,0				
Agronomy, forestry, and nutrition sciences	116	103	13	11,2	23	19	4	17,4	9	6	3	33,3	3	3	0	0,0				
Engineering	926	762	164	17,7	100	81	19	19,0	51	39	12	23,5	28	21	7	25,0				
Art, art history	517	254	263	50,9	26	10	16	61,5	10	4	6	60,0	7	3	4	57,1				
<b>Combined</b>	<b>17.420</b>	<b>13.303</b>	<b>4.117</b>	<b>23,6</b>	<b>2.046</b>	<b>1.491</b>	<b>555</b>	<b>27,1</b>	<b>858</b>	<b>603</b>	<b>255</b>	<b>29,7</b>	<b>389</b>	<b>268</b>	<b>121</b>	<b>31,1</b>				
<b>W1</b>																				
Languages/humanities	1.316	740	576	44	174	90	84	48	82	43	39	48	53	29	24	45,3				
Sport	32	20	12	38	4	3	1	25	2	2	0	0	2	2	0	0,0				
Law, economics, and social sciences	981	669	312	32	145	94	51	35	70	44	26	37	57	36	21	36,8				
Mathematics/natural sciences	1.371	1.115	256	19	220	161	59	27	119	79	40	34	81	48	33	40,7				
Human medicine	112	76	36	32	27	17	10	37	17	10	7	41	4	0	4	100,0				
Veterinary medicine	7	4	3	43	4	3	1	25	2	2	0	0	2	2	0	0,0				
Agronomy, forestry, and nutrition sciences	4	3	1	25	2	2	0	0	1	1	0	0	0	0	0	0,0				
Engineering	159	132	27	17	42	37	5	12	25	20	5	20	22	18	4	18,2				
Art, art history	86	42	44	51	10	4	6	60	3	0	3	100	2	0	2	100,0				
<b>Combined</b>	<b>4.068</b>	<b>2.801</b>	<b>1.267</b>	<b>31,1</b>	<b>628</b>	<b>411</b>	<b>217</b>	<b>34,6</b>	<b>321</b>	<b>201</b>	<b>120</b>	<b>37,4</b>	<b>223</b>	<b>135</b>	<b>88</b>	<b>39,5</b>				
<b>Total</b>																				
Languages/humanities	13.273	8.724	4.549	34,3	1.177	704	473	40,2	514	320	194	37,7	279	171	108	38,7				
Sport	324	230	94	29,0	45	30	15	33,3	22	14	8	36,4	11	8	3	27,3				
Law, economics, and social sciences	9.099	7.019	2.080	22,9	910	668	242	26,6	380	283	97	25,5	200	141	59	29,5				
Mathematics/natural sciences	16.458	14.034	2.424	14,7	1.626	1.325	301	18,5	684	536	148	21,6	319	240	79	24,8				
Human medicine	5.696	4.681	1.015	17,8	1.031	835	196	19,0	441	350	91	20,6	151	126	25	16,6				
Veterinary medicine	122	95	27	22,1	37	28	9	24,3	16	11	5	31,3	6	5	1	16,7				
Agronomy, forestry, and nutrition sciences	288	231	57	19,8	51	41	10	19,6	22	18	4	18,2	11	10	1	9,1				
Engineering	3.472	3.087	385	11,1	405	360	45	11,1	211	183	28	13,3	107	90	17	15,9				
Art, art history	1.976	1.423	553	28,0	185	140	45	24,3	92	67	25	27,2	62	46	16	25,8				
<b>Combined</b>	<b>50.226</b>	<b>38.926</b>	<b>11.300</b>	<b>22,5</b>	<b>5.361</b>	<b>4.027</b>	<b>1.334</b>	<b>24,9</b>	<b>2.319</b>	<b>1.727</b>	<b>592</b>	<b>25,5</b>	<b>1.105</b>	<b>801</b>	<b>304</b>	<b>27,5</b>				

<sup>1</sup> Successful candidates/calls

<sup>2</sup> Acceptance/employment

<sup>3</sup> Excl. acceptances in 2008 related to calls to post 2008.

Source: GWK survey of federal states (excl. data from Bundeswehr Universities)



**Table 5.2.2**

**Applications, shortlist places gained, calls to post, and appointments by/of women for professorships at HE institutions, grouped by seniority and subject group, 2008**  
**- Universities of applied sciences -**

Subject groups	2008																
	Applications related to calls to post 2008								Called to post 2008 <sup>1</sup>				Applications <sup>2</sup> related to calls to post 2008 <sup>3</sup>				
	Total				Of which: shortlisted				Total				Total				
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	
<b>W3</b>																	
Languages/humanities	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0	
Economics and social sciences	132	88	44	33,3	11	8	3	27,3	6	5	1	16,7	3	2	1	33,3	
Mathematics/natural sciences	15	15	0	0,0	1	1	0	0,0	1	1	0	0,0	0	0	0	0,0	
Agronomy, forestry, and nutrition sciences	58	51	7	12,1	6	6	0	0,0	2	2	0	0,0	2	2	0	0,0	
Engineering	206	189	17	8,3	33	31	2	6,1	14	14	0	0,0	8	8	0	0,0	
Art, art history	68	42	26	38,2	6	4	2	33,3	2	2	0	0,0	0	0	0	0,0	
<b>Combined</b>	<b>479</b>	<b>385</b>	<b>94</b>	<b>19,6</b>	<b>57</b>	<b>50</b>	<b>7</b>	<b>12,3</b>	<b>25</b>	<b>24</b>	<b>1</b>	<b>4,0</b>	<b>13</b>	<b>12</b>	<b>1</b>	<b>7,7</b>	
<b>W2</b>																	
Languages/humanities	557	305	252	45	52	25	27	52	21	11	10	48	15	8	7	47	
Of which in-house	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Economics and social sciences	6.731	4.667	2.064	31	668	420	248	37	273	162	111	41	177	103	74	42	
Of which in-house	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mathematics/natural sciences	2.858	2.466	392	14	271	217	54	20	118	95	23	19	70	54	16	23	
Of which in-house	23	19	4	17	3	3	0	0	1	1	0	0	1	1	0	0	
Agronomy, forestry, and nutrition sciences	329	242	87	26	41	33	8	20	20	16	4	20	11	10	1	9	
Of which in-house	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Engineering	5.258	4.548	710	14	720	620	100	14	317	275	42	13	210	189	21	10	
Of which in-house	3	3	0	0	3	3	0	0	3	3	0	0	3	3	0	0	
Art, art history	1.240	804	436	35	75	51	24	32	31	20	11	35	23	16	7	30	
Of which in-house	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Combined</b>	<b>16.973</b>	<b>13.032</b>	<b>3.941</b>	<b>23,2</b>	<b>1.827</b>	<b>1.366</b>	<b>461</b>	<b>25,2</b>	<b>780</b>	<b>579</b>	<b>201</b>	<b>25,8</b>	<b>506</b>	<b>380</b>	<b>126</b>	<b>24,9</b>	
Of which in-house	<b>26</b>	<b>22</b>	<b>4</b>	<b>15,4</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0,0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0,0</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0,0</b>	
<b>Total</b>																	
Languages/humanities	557	305	252	45,2	52	25	27	51,9	21	11	10	47,6	15	8	7	46,7	
Economics and social sciences	6.863	4.755	2.108	30,7	679	428	251	37,0	279	167	112	40,1	180	105	75	41,7	
Mathematics/natural sciences	2.873	2.481	392	13,6	272	218	54	19,9	119	96	23	19,3	70	54	16	22,9	
Agronomy, forestry, and nutrition sciences	387	293	94	24,3	47	39	8	17,0	22	18	4	18,2	13	12	1	7,7	
Engineering	5.464	4.737	727	13,3	753	651	102	13,5	331	289	42	12,7	218	197	21	9,6	
Art, art history	1.308	846	462	35,3	81	55	26	32,1	33	22	11	33,3	23	16	7	30,4	
<b>Combined</b>	<b>17.452</b>	<b>13.417</b>	<b>4.035</b>	<b>23,1</b>	<b>1.884</b>	<b>1.416</b>	<b>468</b>	<b>24,8</b>	<b>805</b>	<b>603</b>	<b>202</b>	<b>25,1</b>	<b>519</b>	<b>392</b>	<b>127</b>	<b>24,5</b>	

<sup>1</sup> Successful candidates/calls

<sup>2</sup> Acceptance/employment

<sup>3</sup> Excl. acceptances in 2008 related to calls to post 2008.

Source: GWK survey of federal states (excl. data from Federal Institutes for Public Administration)

**Table 5.3.1**

**Overview: Proportion of women at application, shortlist, and call to post stages, grouped by type of HE institution and federal state, 2008**

<b>Universities and equivalent institutions of higher education (excl. art and music colleges)</b>			
<b>State</b>	<b>Applications</b>	<b>Of which shortlisted</b>	<b>Called to post</b>
BW	29,2	31,0	33,7
BY	19,5	20,8	20,5
BE	27,0	28,7	29,7
BB	24,0	26,3	28,6
HB	22,4	30,0	28,6
HH	23,5	26,2	32,1
HE	21,3	23,9	22,3
MV	21,3	24,8	30,2
NI	23,9	28,6	31,2
NW	22,3	26,6	26,7
RP	24,2	22,9	25,6
SL	18,1	28,0	34,5
SN	18,2	18,1	16,5
ST	20,6	18,3	11,4
SH	22,4	21,5	22,2
TH	23,6	23,8	17,9
<b>Combined</b>	<b>22,5</b>	<b>24,9</b>	<b>25,5</b>

<b>Art and music colleges</b>			
BW	39,6	42,3	50,0
BY	31,2	25,0	25,0
BE	36,0	41,1	30,0
BB	0,0	0,0	0,0
HB	40,3	25,0	0,0
HH	26,3	29,4	0,0
HE	29,5	23,5	33,3
MV	31,9	37,5	0,0
NI	33,0	35,1	38,5
NW	33,9	36,5	29,0
RP	0,0	0,0	0,0
SL	34,4	33,3	33,3
SN	38,3	37,8	33,3
ST	48,2	60,0	33,3
SH	41,1	33,3	50,0
TH	0,0	0,0	0,0
<b>Combined</b>	<b>35,1</b>	<b>36,2</b>	<b>31,9</b>

<b>Universities of applied sciences</b>			
BW	17,1	20,3	18,6
BY	19,3	22,8	26,4
BE	26,0	29,7	29,3
BB	16,3	19,4	20,0
HB	25,1	42,9	35,7
HH	30,5	28,8	30,6
HE	28,4	32,9	29,4
MV	26,9	38,1	12,5
NI	24,0	20,4	21,1
NW	28,3	26,7	31,5
RP	22,1	14,4	11,4
SL	24,4	8,3	0,0
SN	23,8	25,9	10,8
ST	23,7	21,7	27,8
SH	27,5	36,0	57,9
TH	25,2	31,7	40,7
<b>Combined</b>	<b>23,1</b>	<b>24,8</b>	<b>25,1</b>







## **6. Proportion of women in academic leadership positions**

- 6.1 Averages for years 1996-2000, 2001-2005, and years 2006, 2007, and 2008
- 6.2 Charts showing proportion holding various positions
- 6.3 Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2008
- 6.4 Chart: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2008

**Proportion of women in academic leadership positions  
Averages for years 1996-2000, 2001-2005, and years 2006, 2007, and 2008**

Position	Average 1996-2000 <sup>1</sup>				Average 2001-2005 <sup>1</sup>				In 2006				In 2007 <sup>2,3</sup>				In 2008 <sup>2,3</sup>							
	Total		Men		Women		Total		Men		Women		Total		Men		Women		Total		Men		Women	
	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(21)	(21)		
Rector	308	290	17	5,5	328	301	27	8,2	376	341	35	9,3	344	318	26	7,6	357	320	37	10,4				
President																								
Foundation rector, commissioner	13	11	2	13,3	10	9	1	8,0	11	9	2	18,2	9	9	0	0,0	7	7	0	0,0				
Prorector	495	445	57	11,5	594	489	106	17,8	665	536	129	19,4	675	531	144	21,3	685	528	157	22,9				
Vice president	272	240	31	11,5	269	226	44	16,3	328	274	54	16,5	304	247	57	18,8	317	249	68	21,5				
Chancellor																								
Combined	1.088	986	107	9,8	1.201	1.025	178	14,8	1.380	1.160	220	15,9	1.332	1.105	227	17,0	1.366	1.104	262	19,2				

<sup>1</sup> Rounding differences

<sup>2</sup> As of 13 February 2009

<sup>3</sup> Source: Figures prepared by GWK based on data from German Rectors' Conference.

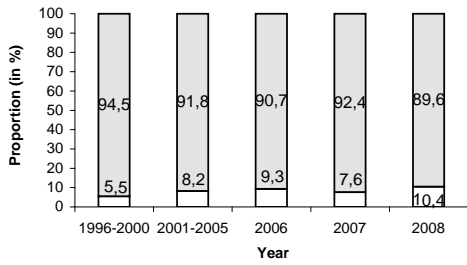
Note: In Lower Saxony (NI), chancellors have been referred to as "vice presidents" since 2002.

**Table 6.1**

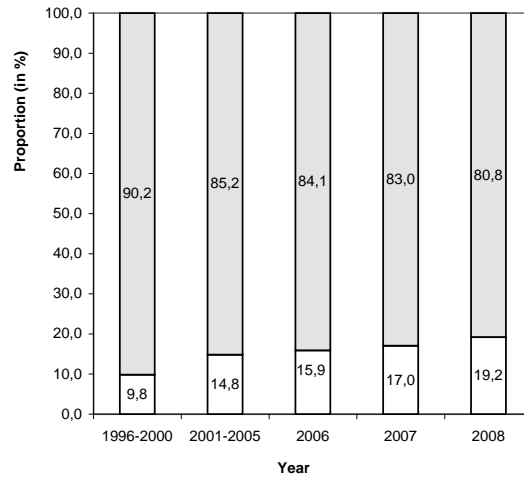
**Table 6.2**

**Charts showing proportion holding various academic leadership positions**

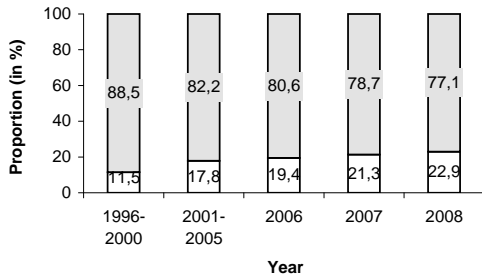
**Proportion of women in the position of rector, president**



**Proportion of women in academic leadership positions (overall)**

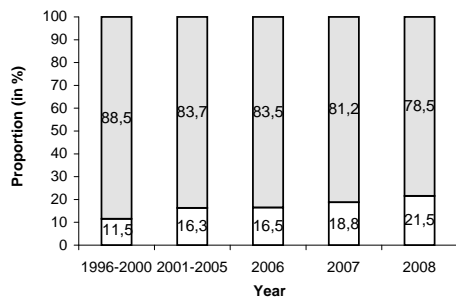


**Proportion of women in the position of prorector, vice president**



□ Women      □ Men

**Proportion of women in the position of chancellor**





Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2008

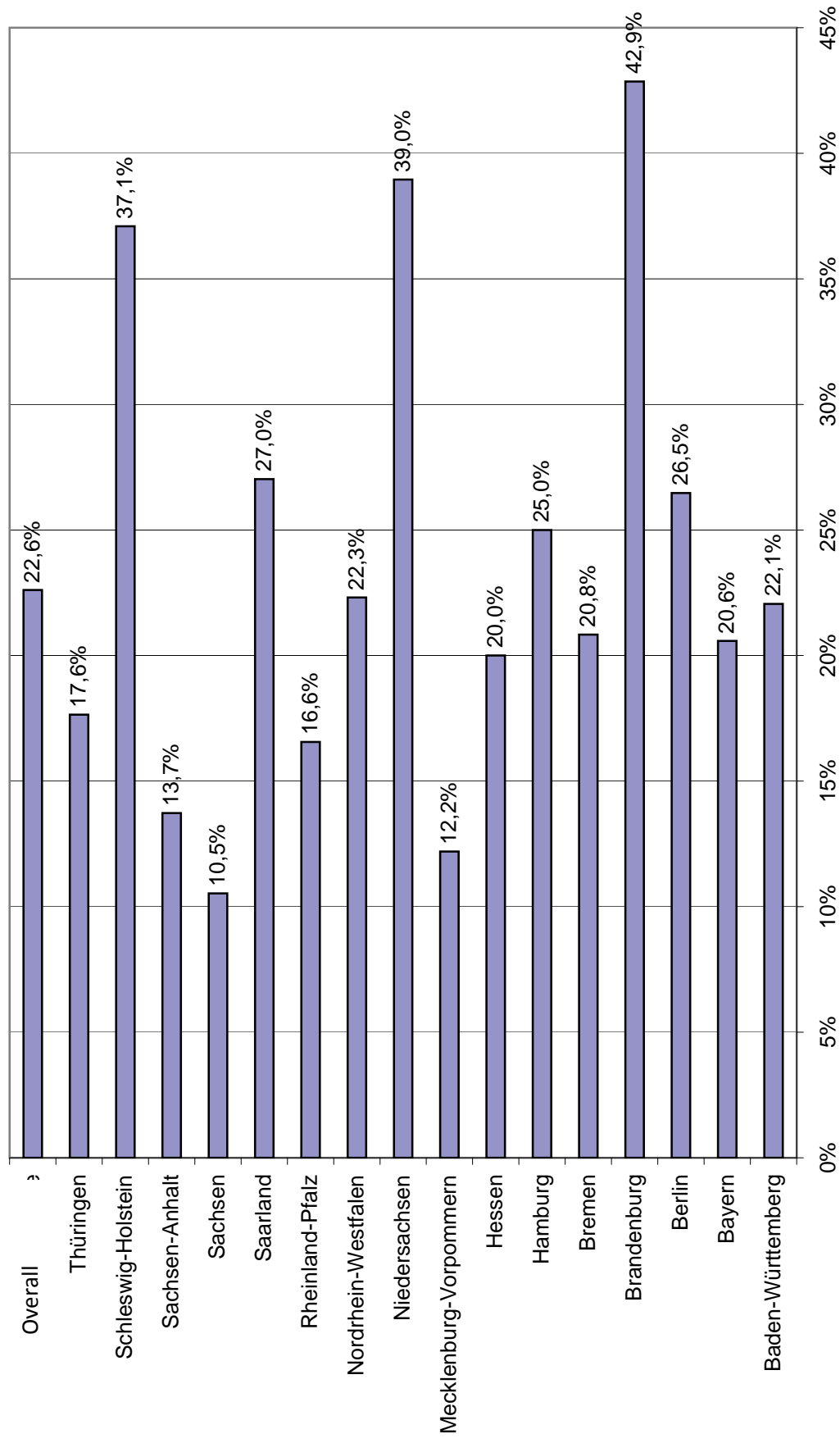
State	2003			2004			2005			2006			2007			2008		
	Total	Number	Proportion %	Total	Number	Proportion %	Total	Number	Proportion %	Total	Number	Proportion %	Total	Number	Proportion %	Total	Number	Proportion %
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)
Baden-Württemberg	414	100	24,2	573	121	21,1	483	116	24,0	523	117	22,4	503	113	22,5	535	118	22,1
Bavaria	144	14	9,7	263	41	15,6	215	29	13,5	266	37	13,9	571	131	22,9	583	120	20,6
Berlin	174	52	29,9	235	62	26,4	201	51	25,4	165	53	32,1	149	46	30,9	272	72	26,5
Brandenburg	36	7	19,4	24	8	33,3	13	4	30,8	34	13	38,2	13	4	30,8	21	9	42,9
Bremen	0	0	0	0	0	0	0	1	0	66	10	15,2	26	5	19,2	24	5	20,8
Hamburg	67	16	23,9	70	21	30,0	56	16	28,6	55	19	34,5	71	27	38,0	80	20	25,0
Hesse	166	33	19,9	118	19	16,1	122	24	19,7	225	53	23,6	155	29	18,7	140	28	20,0
Pomerania	8	1	12,5	29	2	6,9	35	4	11,4	58	7	12,1	32	4	12,5	41	5	12,2
Lower Saxony	164	55	33,5	158	54	34,2	156	53	34,0	137	46	33,6	130	47	36,2	172	67	39,0
North Rhine- Westphalia	452	72	15,9	428	64	15,0	407	55	13,5	321	49	15,3	219	44	20,1	363	81	22,3
Rhineland-Palatinate	63	11	17,5	147	23	15,6	156	24	15,4	128	20	15,6	209	27	12,9	157	26	16,6
Saarland	18	3	16,7	30	7	23,3	26	8	30,8	35	10	28,6	28	9	32,1	37	10	27,0
Saxony	164	9	5,5	195	17	8,7	122	12	9,8	142	11	7,7	146	33	22,6	114	12	10,5
Saxony-Anhalt	37	4	10,8	56	8	14,3	41	8	19,5	44	7	15,9	34	6	17,6	51	7	13,7
Schleswig-Holstein	88	26	29,5	81	25	30,9	71	20	28,2	44	7	15,9	57	24	42,1	62	23	37,1
Thuringia	47	8	17,0	70	13	18,6	69	13	18,8	70	16	22,9	52	16	30,8	68	12	17,6
<b>All Germany</b>	<b>2.042</b>	<b>411</b>	<b>20,1</b>	<b>2.502</b>	<b>485</b>	<b>19,4</b>	<b>2.202</b>	<b>438</b>	<b>19,9</b>	<b>2.313</b>	<b>475</b>	<b>20,5</b>	<b>2.395</b>	<b>565</b>	<b>23,6</b>	<b>2.720</b>	<b>615</b>	<b>22,6</b>

Table 6.3

Source: CEWS survey of HE institutions  
As of 31 December 2008

Number of HE institutions surveyed: 351  
Number of HE institutions replied: 316  
Return rate in percent: 90,0%  
Of which, HE institutions with a body relevant to survey: 268  
Of which, HE institutions with no body relevant to survey: 48

**Chart 6.4: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2008**



**7. All personnel and female personnel in leadership positions at non-academic research establishments (FhG, HGF, MPG, WGL) grouped by seniority, 1992 to 2008**

---

- 7.1 Averages for years 1992-1996, 1997-2001, 2002-2006
- 7.2 From 2002 to 2008

All research staff and women in leadership positions at non-academic research establishments, grouped by seniority, 1992 to 2005  
 - excluding office/general administration roles -

Seniority	Average 1992-1996 <sup>1</sup>			Average 1997-2001 <sup>2</sup>			Average 2002-2006 <sup>3</sup>					
	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
<b>Max Planck Society (MPG)<sup>4</sup></b>												
S (C4) <sup>1</sup>	225	222	3	1.5	242	235	7	2.9	235	224	11	4.5
S (W3) <sup>1</sup>									34	31	3	7.7
S (C4/W3) comb.									268	255	13	4.9
S (C3) <sup>2</sup>	184	176	8	4.1	211	182	29	13.6	158	127	31	19.5
S (W2) <sup>2</sup>									50	36	14	28.5
S (C3/W2) comb.									208	163	45	21.6
E15.U TV/d. ATB, S (B2, B3)	76	75	1	1.3	56	55	0	0.7	49	47	2	3.7
Combined	485	473	12	2.5	509	473	36	7.1	525	465	60	11.4
<b>Leibniz Association (WGL)<sup>5</sup></b>												
S (C4) <sup>1</sup>	86	84	2	2.8	84	79	5	6.4	107	101	6	5.1
S (W3) <sup>1</sup>									6	5	1	13.3
S (C4/W3) comb.									113	106	6	5.5
S (C3) <sup>2</sup>	37	36	1	2.7	39	34	5	11.9	31	27	4	12.2
S (W2) <sup>2</sup>									4	4	0	5.3
S (C3/W2) comb.									35	31	4	11.4
E15.U TV/d. ATB, S (B2, B3)	206	195	12	5.7	182	171	11	5.8	186	168	17	9.3
Combined	330	315	15	4.8	305	284	21	6.9	333	306	27	8.2
<b>Fraunhofer Society (FHG)<sup>6</sup></b>												
S (C4) <sup>1</sup>	64	64	0	0.0	61	61	0	0.0	36	35	0	1.1
S (W3) <sup>1</sup>									1	1	0	0.0
S (C4/W3) comb.									37	36	0	1.1
S (C3) <sup>2</sup>	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
S (W2) <sup>2</sup>									0	0	0	0.0
S (C3/W2) comb.									0	0	0	0.0
E15.U TV/d. ATB, S (B2, B3)	238	230	8	3.3	227	219	9	3.8	299	290	9	3.1
Combined	301	293	8	2.6	289	280	9	3.0	336	326	10	2.9
<b>Hermann von Helmholtz Association of German Research Centres (HGF)<sup>7</sup></b>												
S (C4) <sup>1</sup>	201	200	1	0.3	213	210	3	1.5	194	188	6	3.2
S (W3) <sup>1</sup>									14	14	0	1.4
S (C4/W3) comb.									208	202	6	3.1
S (C3) <sup>2</sup>	23	23	0	0.0	41	40	1	2.0	37	34	3	8.6
S (W2) <sup>2</sup>									3	3	0	11.8
S (C3/W2) comb.									41	37	4	8.8
E15.U TV/d. ATB, S (B2, B3)	447	441	6	1.3	393	384	9	2.3	310	296	14	4.4
Combined	671	664	7	1.0	647	634	13	2.0	553	535	18	4.2
<b>Total</b>												
S (C4) <sup>1</sup>	576	570	6	1.1	600	584	16	2.6	571	548	23	4.0
S (W3) <sup>1</sup>									55	51	4	6.6
S (C4/W3) comb.									626	600	26	4.2
S (C3) <sup>2</sup>	244	235	9	3.5	290	256	34	11.7	227	189	38	16.7
S (W2) <sup>2</sup>									57	42	15	26.0
S (C3/W2) comb.									284	231	53	18.3
E15.U TV/d. ATB, S (B2, B3)	966	940	27	2.8	858	830	29	3.3	843	801	42	5.0
Combined	1,787	1,745	42	2.3	1,749	1,670	78	4.5	1,753	1,632	121	6.9

<sup>1</sup> Including C4g.

<sup>2</sup> In some instances including C2.

<sup>3</sup> Including MPI for Plasma Physics, Berlin and Greifswald, because funded according to regulations for major research institutions.

<sup>4</sup> For 1999 figures were based on all Leibniz institutes except ZBL and TIB. In 2001, 71 or 79 institutes took part in the survey.

<sup>5</sup> Scientific management at MPG from 1999 below S (C4).

<sup>6</sup> Due to reorganisation of their reporting system, the FHG is not currently in a position to provide a breakdown of their staff according to the categories scientific staff and administrative, technical, and other staff.

<sup>7</sup> Rounding differences.

\* Retrospective correction of error in 2003 (HGF and overall) and 2004 (WGL, HGF, and overall).

Source: GWK survey of non-academic research establishments.

Table 7.1

All research staff and women in leadership positions at non-academic research establishments, grouped by seniority, 2002 to 2008  
 - excluding office/general administration roles -

Seniority	2002			2003			2004			2005			2006			2007			2008										
	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	
S (C4) <sup>1</sup>	270	258	12	4.4	273	262	11	4.0	239	228	11	4.6	207	197	10	4.8	185	176	9	4.9	138	132	6	4.3	87	85	2	2.3	
S (W3) <sup>1</sup>																													
S (C4/W3) comb.																													
S (C3) <sup>2</sup>	215	170	45	20.9	273	262	11	4.0	272	280	12	4.4	262	247	15	5.7	265	249	16	6.0	267	249	18	6.7	267	247	20	7.5	
S (W2) <sup>2</sup>																													
S (C3/W2) comb.																													
E15 UT/VD, ATB, S (B2, B3)	46	44	2	4.3	189	149	40	21.2	194	152	42	21.6	169	175	51	22.6	226	175	51	22.6	252	188	64	25.4	284	207	77	27.1	
Combined	531	472	59	11.1	513	460	53	10.3	518	463	55	10.6	528	464	64	12.1	535	466	69	12.9	552	471	81	15.0	583	485	98	16.8	
<b>Leibniz Association (WZL)<sup>3</sup></b>																													
S (C4) <sup>1</sup>	75	71	4	5.4					147	140	7	4.8	168	158	10	6.0	143	137	6	4.2	109	102	7	6.4	89	83	6	6.7	
S (W3) <sup>1</sup>																													
S (C4/W3) comb.																													
S (C3) <sup>2</sup>	44	40	4	9.1	77	72	5	6.5	150	143	7	4.7	170	159	11	6.5	168	159	9	5.4	147	135	12	8.2	140	128	12	8.6	
S (W2) <sup>2</sup>																													
S (C3/W2) comb.																													
E15 UT/VD, ATB, S (B2, B3)	164	151	13	7.9	197	176	21	10.7	190	174	16	8.4	189	172	17	9.0	188	169	19	10.1	128	119	9	7.0	99	89	10	10.1	
Combined	283	262	21	7.4	320	289	31	9.1	391	360	31	7.9	400	368	32	8.0	395	363	32	8.1	318	294	24	7.5	280	253	25	8.9	
<b>Fraunhofer Society (FRG)<sup>4</sup></b>																													
S (C4) <sup>1</sup>	57	57	0	0.0																									
S (W3) <sup>1</sup>																													
S (C4/W3) comb.																													
S (C3) <sup>2</sup>																													
S (W2) <sup>2</sup>																													
S (C3/W2) comb.																													
E15 UT/VD, ATB, S (B2, B3)	322	313	9	2.8	286	275	10	3.3	313	304	9	2.9	313	304	9	2.9	262	259	3	3.4	271	263	8	3.0	232	223	9	2.6	
Combined	379	370	9	2.4	345	334	11	3.2	377	367	10	2.7	381	371	10	2.6	343	333	10	2.9	348	339	10	2.9	306	298	8	2.6	
<b>Hermann von Helmholtz Association of German Research Centres (HGF)<sup>5</sup></b>																													
S (C4) <sup>1</sup>	219	213	6	2.7	173	168	5	2.9	203	197	6	3.0	205	198	7	3.4	169	162	7	4.1	174	166	8	4.6	139	131	8	5.8	
S (W3) <sup>1</sup>																													
S (C4/W3) comb.																													
S (C3) <sup>2</sup>	40	39	1	2.5	207	201	6	2.9	203	197	6	3.0	213	206	7	3.3	198	191	7	3.5	235	224	11	4.7	241	225	16	6.6	
S (W2) <sup>2</sup>																													
S (C3/W2) comb.																													
E15 UT/VD, ATB, S (B2, B3)	363	353	10	2.8	316	304	12	3.8	285	272	13	4.6	332	316	16	4.8	253	236	17	6.7	292	274	18	6.2	257	239	18	7.0	
Combined	622	605	17	2.7	561	541	20	3.6	622	598	24	4.6	666	659	27	4.5	502	472	30	6.0	592	566	26	4.1	564	523	41	7.3	
<b>Total</b>																													
S (C4) <sup>1</sup>	621	599	22	3.5	505	488	17	3.4	589	565	24	4.1	643	615	28	4.4	487	475	22	4.4	421	400	21	5.0	315	299	16	5.1	
S (W3) <sup>1</sup>																													
S (C4/W3) comb.																													
S (C3) <sup>2</sup>	299	249	50	16.7	616	593	23	3.7	689	663	26	3.8	713	679	33	4.6	712	679	33	4.6	727	684	43	5.9	722	672	50	6.9	
S (W2) <sup>2</sup>																													
S (C3/W2) comb.																													
E15 UT/VD, ATB, S (B2, B3)	895	861	34	3.8	273	265	8	2.9	279	274	5	1.9	286	243	55	19.7	316	255	61	19.3	360	286	74	20.6	391	304	87	22.3	
Combined	1,815	1,709	106	5.8	1,738	1,624	115	6.6	1,808	1,688	120	6.6	1,895	1,762	133	7.0	1,775	1,634	141	7.9	1,813	1,660	153	8.4	1,733	1,561	172	9.9	

Table 7.2

<sup>1</sup> Including C4g.  
<sup>2</sup> In some instances including C2.  
<sup>3</sup> Including MPI for Plasma Physics, Berlin and Greifswald, because funded according to regulations for major research institutions.  
<sup>4</sup> For 1999 figures were based on all Leibniz institutes except ZBL and TIB. In 2001, 71 or 79 institutes took part in the survey.  
<sup>5</sup> Scientific management at MPG from 1999 below S (C4).  
<sup>6</sup> Due to reorganisation of their reporting system, the FRG is not currently in a position to provide a breakdown of their staff according to the categories scientific staff and administrative, technical, and other staff.  
<sup>7</sup> Rounding differences  
<sup>\*</sup> **Retroactive correction of error in 2003 (HGF and overall) and 2004 (WZL, HGF, and overall).**  
 Source: GWK survey of non-academic research establishments.

## **8. Women on supervisory boards within the Hermann von Helmholtz Association German research centres**

---

- 8.1 Women on supervisory boards within the Hermann von Helmholtz Association  
German research centres, from 1997 to 2008

**Table 8.1**

Women on supervisory boards within the Hermann von Helmholtz Association German research centres, from 1997 to 2008

- For 1997-2004 as of 30 June, 2005 onwards as of 31 December .

Major research institution	1997		1998		1999		2000		2001		2002		2003		2004		2005		2006		2007		2008	
	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %	Number	Prop. %
(1)	(4)	(5)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)
Foundation Alfred Wegener Institute for Polar and Marine Research (AWI)	3	17,6	2	11,7	2	11,7	2	11,7	2	11,7	2	11,7	2	15,4	1	7,7	2	15,4	2	16,7	6	42,9	5	38,6
Foundation German Electron Synchrotron (DESY)	0	0,0	0	0,0	0	0,0	0	0,0	-	-	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
Foundation German Cancer Research Centre (DKFZ)	3	16,7	3	16,7	2	12,5	2	11,1	4	14,3	4	19,0	5	23,8	6	27,3	6	27,3	8	29,6	5	17,2	5	19,0
German Aerospace Center (DLR)	1	2,0	1	2,0	0	0,0	0	0,0	1	2,0	2	4,0	2	4,0	4	8,0	3	6,0	3	6,0	2	4,0	1	3,0
Jülich Research Centre (FZJ)	2	16,7	1	9,1	2	18,1	1	9,1	2	16,7	1	9,1	1	9,1	1	0,1	3	25,0	3	27,3	4	36,4	4	36,4
Jülich Research Centre (FZJ)	1	8,3	1	8,3	1	8,3	2	16,7	2	16,7	2	16,7	2	16,7	2	16,7	2	16,7	2	16,7	2	16,7	2	16,4
German Research Centre for Biotechnology (GBF) <sup>2</sup>	1	7,7	2	15,4	3	21,4	3	21,4	3	21,4	3	21,4	3	21,4	3	21,4	6	42,8	-	-	-	-	-	-
Foundation German Research Centre for Geosciences (GFZ)	0	0,0	0	0,0	2	20,0	2	20,0	3	30,0	3	30,0	3	30,0	3	30,0	3	30,0	3	30,0	2	20,0	3	30,0
GKSS Research Centre Geesthacht (GKSS)	1	6,7	1	6,7	1	6,7	0	0,0	0	0,0	0	0,0	3	7,0	3	7,3	5	11,6	8	17,4	7	15,9	10	22,2
GMD German National Research Centre for Information Technology (GMD)	2	13,3	1	6,7	1	6,7	1	6,7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GSF German Research Centre for Environmental Health (GSF)	1	8,3	1	8,3	1	8,3	1	8,3	1	8,3	1	8,3	1	8,3	3	25,0	3	25,0	1	11,1	1	10,0	1	11,1
Helmholtz Centre for Heavy Ion Research (GSI)	0	0,0	0	0,0	0	0,0	0	0,0	-	-	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	1	25,0	1	25,0
Hahn Meitner Institute (HMI)	1	8,3	1	10,0	1	10,0	1	10,0	1	10,0	3	30,0	3	30,0	2	20,0	3	30,0	2	20,0	2	20,0	3	30,0
Helmholtz Centre of Infection Research GmbH (HZI)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	42,8	6	42,8	6	42,8
Max Planck Institute for Plasma Physics (IPP)	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0	0	0,0
Foundation Max Delbrück Center for Molecular Medicine (MDC)	2	10,5	1	5,3	2	10,5	2	10,5	5	26,3	3	16,7	3	13,6	3	15,8	4	21,1	6	35,3	9	36,0	10	37,0
Centre for Environmental Research (UFZ)	2	15,4	2	15,4	2	15,4	2	16,6	3	25,0	3	25,0	2	16,6	2	16,6	3	25,0	3	25,0	3	25,0	2	16,6

<sup>1</sup> Excl. GMD (since July 2001 member of FRG).

<sup>2</sup> Since 18 July 2006 known as HZI.

Source: Hermann von Helmholtz Association of German Research Centres (HGF)

## **9. Proportion of women employed on scientific staff of non-academic research institutions**

---

### **9.1 Newly filled leadership positions on scientific staff (2008) (excluding office/general administration roles)**

- 9.1.1 Grouped by seniority/role and length of contract, FhG
- 9.1.2 Grouped by seniority/role and length of contract, HGF
- 9.1.3 Grouped by seniority/role and length of contract, MPG
- 9.1.4 Grouped by seniority/role and length of contract, WGL
- 9.1.5 Grouped by seniority/role and length of contract, FhG, HGF, MPG, and WGL combined

### **9.2 Stock data: Proportion of women employed on scientific staff, overall (2008) (including office/general administration roles)**

- 9.2.1 Grouped by seniority/role, FhG
- 9.2.2 Grouped by seniority/role, HGF
- 9.2.3 Grouped by seniority/role, MPG
- 9.2.4 Grouped by seniority/role, WGL
- 9.2.5 Grouped by seniority/role, FhG, HGF, MPG, and WGL combined

### **9.3 Proportion of women employed on scientific staff, overall**

- 9.3.1 Chart: Proportion of women employed on scientific staff, overall (2008)



**Table 9.1.1**

Newly filled leadership positions on scientific staff at non-academic research establishments (2008)

**- excluding office/general administration roles -****FhG**

Seniority/position	2008				
	Newly filled roles Total	Of which: Women		Of which fixed-term:	
		Number	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)
<b>Remuneration group:</b>					
S (W3)	6	0	0,0	0	0,0
S (W2)	0	0	0,0	0	0,0
E15 ÜTVöD (sci. staff)	1	0	0,0	0	0,0
<b>Combined</b>	<b>7</b>	<b>0</b>	<b>0,0</b>	<b>0</b>	<b>0,0</b>
<b>Position</b>					
Institute management <sup>1</sup>	5	0	0,0	0	0,0
Dep. institute management <sup>1</sup>	0	0	0,0	0	0,0
Department management <sup>2</sup>	10	1	10,0	0	0,0
Dep. department management <sup>2</sup>	2	0	0,0	0	0,0
<b>Total</b>	<b>17</b>	<b>1</b>	<b>5,9</b>	<b>0</b>	<b>0,0</b>

<sup>1</sup> Scientific/commercial management

(full-time presidents, heads of individual research centres/institutes)

<sup>2</sup> Also includes management of research areas and independent research groups

**Table 9.1.2**

Newly filled leadership positions on scientific staff at non-academic research establishments (2008)

- excluding office/general administration roles -

**HGF**

Seniority/position	2008				
	Newly filled roles Total	Of which: Women		Of which fixed-term:	
		Number	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)
<b>Remuneration group:</b>					
S (W3)	19	5	26,3	1	20,0
S (W2)	13	0	0,0	0	0,0
E15 ÜTVöD (sci. staff)	5	1	20,0	1	100,0
<b>Combined</b>	<b>37</b>	<b>6</b>	<b>16,2</b>	<b>2</b>	<b>33,3</b>
<b>Position</b>					
Institute management <sup>1</sup>	17	4	23,5	0	0,0
Dep. institute management <sup>1</sup>	0	0	0,0	0	0,0
Department management <sup>2</sup>	22	8	36,4	5	62,5
Dep. department management <sup>2</sup>	4	0	0,0	0	0,0
<b>Total</b>	<b>43</b>	<b>12</b>	<b>27,9</b>	<b>5</b>	<b>41,7</b>

<sup>1</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>2</sup> Also includes management of research areas and independent research groups

**Table 9.1.3**

Newly filled leadership positions on scientific staff at non-academic research establishments (2008)

- excluding office/general administration roles -

**MPG**

Seniority/position	2008					
	Newly filled roles Total	Of which: Women		Of which fixed-term:		
		Number	Proportion - % -	Number	Proportion - % -	
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Remuneration group:</b>						
S (W3)	20	5	25,0	0	0,0	
S (W2)	41	21	51,2	21	100,0	
E15 ÜTVöd (sci. staff)	0	0	0,0	0	0,0	
<b>Combined</b>	<b>61</b>	<b>26</b>	<b>42,6</b>	<b>21</b>	<b>80,8</b>	
<b>Position</b>						
Institute management <sup>1</sup>	20	5	25,0	0	0,0	
Dep. institute management <sup>1</sup>	0	0	0,0	0	0,0	
Department management <sup>2</sup>	61	26	42,6	0	0,0	
Dep. department management <sup>2</sup>	0	0	0,0	0	0,0	
<b>Total</b>	<b>81</b>	<b>31</b>	<b>38,3</b>	<b>0</b>	<b>0,0</b>	

<sup>1</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>2</sup> Also includes management of research areas and independent research groups

**Table 9.1.4**

Newly filled leadership positions on scientific staff at non-academic research establishments (2008)

- excluding office/general administration roles -

**WGL**

Seniority/position	2008					
	Newly filled roles Total	Of which: Women		Of which fixed-term:		
		Number	Proportion - % -	Number	Proportion - % -	
	(1)	(2)	(3)	(4)	(5)	(6)
<b>Remuneration group:</b>						
S (W3)	7	3	42,9	0	0,0	
S (W2)	1	0	0,0	0	0,0	
E15 ÜTVöD (sci. staff)	1	0	0,0	0	0,0	
<b>Combined</b>	<b>9</b>	<b>3</b>	<b>33,3</b>	<b>0</b>	<b>0,0</b>	
<b>Position</b>						
Institute management <sup>1</sup>	3	1	33,3	1	100,0	
Dep. institute management <sup>1</sup>	1	1	100,0	0	0,0	
Department management <sup>2</sup>	25	13	52,0	6	46,2	
Dep. department management <sup>2</sup>	5	4	80,0	0	0,0	
<b>Total</b>	<b>34</b>	<b>19</b>	<b>55,9</b>	<b>7</b>	<b>36,8</b>	

<sup>1</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>2</sup> Also includes management of research areas and independent research groups

**Table 9.1.5**Newly filled leadership positions on **scientific staff** at non-academic research establishments (2008)**- excluding office/general administration roles -**

FhG, HGF, MPG, WGL combined

Seniority/position	2008				
	Newly filled roles Total	Of which: Women		Of which fixed-term:	
		Number	Proportion - % -	Number	Proportion - % -
	(1)	(2)	(3)	(4)	(5)
<b>Remuneration group:</b>					
S (W3)	52	13	25,0	1	7,7
S (W2)	55	21	38,2	21	100,0
E15 ÜTVöD (sci. staff)	7	1	14,3	1	100,0
<b>Combined</b>	<b>114</b>	<b>35</b>	<b>30,7</b>	<b>23</b>	<b>65,7</b>
<b>Position*</b>					
Institute management <sup>1</sup>	45	10	22,2	1	10,0
Dep. institute management <sup>1</sup>	1	1	100,0	0	0,0
Department management <sup>2</sup>	118	48	40,7	11	22,9
Dep. department management <sup>2</sup>	11	4	36,4	0	0,0
<b>Total <sup>3</sup></b>	<b>175</b>	<b>63</b>	<b>36,0</b>	<b>12</b>	<b>19,0</b>

\* Due to reorganisation of their reporting system, the FhG is not currently in a position to provide a breakdown of their staff according to the categories scientific staff and administrative, technical, and other staff.

<sup>1</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>2</sup> Also includes management of research areas and independent research groups

<sup>3</sup> Head count under "Position" is higher than that for "Remuneration group" because some heads of departments and institutes receive lower remuneration.

**Table 9.2.1 Stock data: Overall proportion of women employed at non-academic research establishments in 2008.**

- including office/general administration roles -

Item	Establishment: FhG															
	Scientific staff					Administrative, technical, and other staff.					Total scientific and non-scientific staff					
	Total		Of which: Women		Total		Of which: Women		Total		Of which: Women		Total		Of which: Women	
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)							
Remuneration group:																
S (C4)																
S (W3)																
S (C4/W3) comb.**	74	2	2,7	4	1	25,0	78	3	3,8							
S (C3, C2)																
S (W2)																
S (C3/W2) comb.	0	0	0,0	0	0	0,0	0	0	0,0							
E15 ÜTVöD, ATB, S (B2, B3)	232	6	2,6	36	4	11,1	268	10	3,7							
Combined	306	8	2,6	40	5	12,5	346	13	3,8							
E15 TVöD	689	60	8,7	121	37	30,6	810	97	12,0							
E 14 TVöD	2.568	385	15,0	244	133	54,5	2.812	518	18,4							
E 12 and 13 TVöD	2.360	507	21,5	221	114	51,6	2.581	621	24,1							
Post-doctoral students	0	0	0,0	0	0	0,0	0	0	0,0							
Doctoral students*	275	103	37,5	3	1	33,3	278	104	37,4							
Student assistants <sup>1</sup>	0	0	0,0	0	0	0,0	0	0	0,0							
<b>Total</b>	<b>6.198</b>	<b>1.063</b>	<b>17,2</b>	<b>629</b>	<b>290</b>	<b>46,1</b>	<b>6.827</b>	<b>1.353</b>	<b>19,8</b>							
<b>Position***</b>																
Institute management <sup>2</sup>							80	4	5,0							
Dep. institute management <sup>2</sup>							62	2	3,2							
Department management <sup>3</sup>							530	39	7,4							
Dep. department management <sup>3</sup>							115	17	14,8							
<b>Total</b>							<b>787</b>	<b>62</b>	<b>7,9</b>							

\* The figures quoted include contracts for doctoral students: most doctoral students have an employment contract and are therefore included in the total number of researchers.

\*\* C4 positions are included in the W3 row.

\*\*\* The FhG does not distinguish the roles of its employees according to scientific/administrative staff.

<sup>1</sup> Scientific staff not having completed final examinations, also including student assistants with intermediate examinations and with and without intermediate diploma.

<sup>2</sup> Scientific/commercial management

<sup>3</sup> (full-time presidents, heads of individual research centres/institutes)

Also includes management of research areas and independent research groups

**Table 9.2.2 Stock data: Overall proportion of women employed at non-academic research establishments in 2008.**  
- including office/general administration roles -

Item	Establishment: HGF									
	Scientific staff		Administrative, technical, and other staff.		Total scientific and non-scientific staff		Of which: Women		Of which: Women	
	Total	Of which: Women	Total	Of which: Women	Total	Of which: Women	Total	Of which: Women	Total	Of which: Women
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
<b>Remuneration group:</b>										
S (C4)	139	8	5,8	4	0	0,0	143	8	5,6	
S (W3)	102	8	7,8	2	0	0,0	104	8	7,7	
S (C4/W3) combined	241	16	6,6	6	0	0,0	247	16	6,5	
S (C3, C2)	29	4	13,8	0	0	0,0	29	4	13,8	
S (W2)	37	3	8,1	0	0	0,0	37	3	8,1	
S (C3/W2) comb.	66	7	10,6	0	0	0,0	66	7	10,6	
E15 ÜTVöD, ATB, S (B2, B3)	257	18	7,0	86	10	11,6	343	28	8,2	
Combined	564	41	7,3	92	10	10,9	656	51	7,8	
E15 TVöD	1.059	115	10,9	167	41	24,6	1.226	156	12,7	
E14 TVöD	3.905	737	18,9	593	243	41,0	4.498	980	21,8	
E12 and 13 TVöD	2.050	566	27,6	1.112	311	28,0	3.162	877	27,7	
(Guest) post-doctoral students	1.465	500	34,1	10	3	30,0	1.475	503	34,1	
Doctoral students	2.475	1.145	46,3	7	2	28,6	2.482	1.147	46,2	
Student assistants <sup>1</sup>	1.158	409	35,3	115	28	24,3	1.273	437	34,3	
<b>Total</b>	<b>12.676</b>	<b>3.513</b>	<b>27,7</b>	<b>2.096</b>	<b>638</b>	<b>30,4</b>	<b>14.772</b>	<b>4.151</b>	<b>28,1</b>	
<b>Position</b>										
Institute management <sup>2</sup>	155	9	5,8	52	6	11,5	207	15	7,2	
Dep. institute management <sup>2</sup>	68	7	10,3	4	0	0,0	72	7	9,7	
Department management <sup>3</sup>	761	121	15,9	318	83	26,1	1.079	204	18,9	
Dep. department management <sup>3</sup>	133	17	12,8	94	31	33,0	227	48	21,1	
<b>Total</b>	<b>1.117</b>	<b>154</b>	<b>13,8</b>	<b>468</b>	<b>120</b>	<b>25,6</b>	<b>1.585</b>	<b>274</b>	<b>17,3</b>	

<sup>1</sup> Student assistants without final examinations

<sup>2</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>3</sup> Also independent research groups

**Table 9.2.3 Stock data: Overall proportion of women employed at non-academic research establishments in 2008.**  
- including office/general administration roles -

Item	Establishment: MPG									
	Scientific staff			Administrative, technical, and other staff.			Total scientific and non-scientific staff			
	Total	Of which: Women	Prop. (in %)	Total	Of which: Women	Prop. (in %)	Total	Of which: Women	Prop. (in %)	Total
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
<b>Remuneration group:</b>										
S (C4) (B3-B11)	87	2	2,3	10	2	20,0	97	4	4,1	
S (W3)	180	18	10,0	0	0	0,0	180	18	10,0	
S (C4, B3-B11/W3) combined	267	20	7,5	10	2	20,0	277	22	7,9	
S (C3, C2)	52	5	9,6	0	0	0,0	52	5	9,6	
S (W2)	232	72	31,0	0	0	0,0	232	72	31,0	
S (C3/W2) comb.	284	77	27,1	0	0	0,0	284	77	27,1	
E15 ÚTVÖD, ATB, S (B2, B3)	32	1	3,1	26	7	26,9	58	8	13,8	
<b>Combined</b>	583	98	16,8	36	9	25,0	619	107	17,3	
E15 TVÖD	509	48	9,4	46	19	41,3	555	67	12,1	
E 14 TVÖD	1.741	411	23,6	241	90	37,3	1.982	501	25,3	
E 12 and 13 TVÖD	1.935	709	36,6	540	146	27,0	2.475	855	34,5	
Post-doctoral students	1.275	427	33,5	0	0	0,0	1.275	427	33,5	
Doctoral students	3.344	1.347	40,3	0	0	0,0	3.344	1.347	40,3	
Student assistants <sup>1</sup>	1.544	780	50,5	0	0	0,0	1.544	780	50,5	
<b>Total</b>	10.931	3.820	34,9	863	264	30,6	11.794	4.084	34,6	
<b>Position</b>										
Institute management <sup>2</sup>	267	20	7,5	77	28	36,4	344	48	14,0	
Dep. institute management <sup>2</sup>	0	0	0,0	0	0	0,0	0	0	0,0	
Department management <sup>3</sup>	551	97	17,6	0	0	0,0	551	97	17,6	
Dep. department management <sup>3</sup>	0	0	0,0	0	0	0,0	0	0	0,0	
<b>Total</b>	818	117	14,3	77	28	36,4	895	145	16,2	

<sup>1</sup> Student assistants without final examinations

<sup>2</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>3</sup> Also includes management of research areas and independent research groups



**Table 9.2.4 Stock data: Overall proportion of women employed at non-academic research establishments in 2008.**  
- including office/general administration roles -

Item	Establishment: WGL									
	Scientific staff			Administrative, technical, and other staff.			Total scientific and non-scientific staff			
	Total	Of which: Women	Prop. (in %)	Total	Of which: Women	Prop. (in %)	Total	Of which: Women	Number	Prop. (in %)
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
<b>Remuneration group:</b>										
S (C4)	89	6	6,7	0	0	0,0	89	6	6,7	
S (W3)	51	6	11,8	0	0	0,0	51	6	11,8	
S (C4/W3) combined	140	12	8,6	0	0	0,0	140	12	8,6	
S (C3, C2)	33	2	6,1	0	0	0,0	33	2	6,1	
S (W2)	8	1	12,5	0	0	0,0	8	1	12,5	
S (C3/W2) comb.	41	3	7,3	0	0	0,0	41	3	7,3	
E15 Ú TVöD, ATB, S (B2, B3)	99	10	10,1	27	7	25,9	126	17	13,5	
<b>Combined</b>	280	25	8,9	27	7	25,9	307	32	10,4	
E15 TVöD	346	59	17,1	18	6	33,3	364	65	17,9	
E 14 TVöD	1.209	112	9,3	74	29	39,2	1.283	141	11,0	
E 12 and 13 TVöD	2.287	1.012	44,3	62	34	54,8	2.349	1.046	44,5	
Post-doctoral students	775	330	42,6	1	1	100,0	776	331	42,7	
Doctoral students	1.604	778	48,5	0	0	0,0	1.604	778	48,5	
Student assistants <sup>1</sup>	1.397	709	50,8	92	48	52,2	1.489	757	50,8	
<b>Total</b>	7.898	3.025	38,3	274	125	45,6	8.172	3.150	38,5	
<b>Position</b>										
Institute management <sup>2</sup>	83	6	7,2	104	62	59,6	187	68	36,4	
Dep. institute management <sup>2</sup>	52	8	15,4	7	3	42,9	59	11	18,6	
Department management <sup>3</sup>	404	65	16,1	108	45	41,7	512	110	21,5	
Dep. department management <sup>3</sup>	108	24	22,2	30	18	60,0	138	42	30,4	
<b>Total</b>	647	103	15,9	249	128	51,4	896	231	25,8	

<sup>1</sup> Student assistants without final examinations

<sup>2</sup> Scientific/commercial management  
(full-time presidents, heads of individual research centres/institutes)

<sup>3</sup> Also includes management of research areas and independent research groups

**Table 9.2.5 Stock data: Overall proportion of women employed at non-academic research establishments in 2008.**  
- including office/general administration roles -

Item	FhG, HGF, MPG, WGL combined									
	Scientific staff					Administrative, technical, and other staff				
	Total	Of which: Women		Total	Of which: Women		Total	Of which: Women		
	(2)	Number (3)	Prop. (in %) (4)	(5)	Number (6)	Prop. (in %) (7)	(8)	Number (9)	Prop. (in %) (10)	
<b>Remuneration group:</b>										
S (C4)	315	16	5,1	14	2	14,3	329	18	5,5	
S (W3)	333	32	9,6	2	0	0,0	335	32	9,6	
S (C4/W3) comb.**	722	50	6,9	20	3	15,0	742	53	7,1	
S (C3, C2)	114	11	9,6	0	0	0,0	114	11	9,6	
S (W2)	277	76	27,4	0	0	0,0	277	76	27,4	
S (C3/W2) comb.	391	87	22,3	0	0	0,0	391	87	22,3	
E15 ÜTVöD, ATB, S (B2, B3)	620	35	5,6	175	28	16,0	795	63	7,9	
<b>Combined</b>	<b>1.733</b>	<b>172</b>	<b>9,9</b>	<b>195</b>	<b>31</b>	<b>15,9</b>	<b>1.928</b>	<b>203</b>	<b>10,5</b>	
E15 TVöD	2.603	282	10,8	352	103	29,3	2.955	385	13,0	
E14 TVöD	9.423	1.645	17,5	1.152	495	43,0	10.575	2.140	20,2	
E12 and E13 TVöD	8.632	2.794	32,4	1.935	605	31,3	10.567	3.399	32,2	
Post-doctoral students <sup>4</sup>	3.515	1.257	35,8	11	4	36,4	3.526	1.261	35,8	
Doctoral students*	7.698	3.373	43,8	10	3	30,0	7.708	3.376	43,8	
Student assistants <sup>1</sup>	4.099	1.898	46,3	207	76	36,7	4.306	1.974	45,8	
<b>Total</b>	<b>37.703</b>	<b>11.421</b>	<b>30,3</b>	<b>3.862</b>	<b>1.317</b>	<b>34,1</b>	<b>41.565</b>	<b>12.738</b>	<b>30,6</b>	
<b>Position***</b>										
Institute management <sup>2</sup>	505	35	6,9	233	96	41,2	818	135	16,5	
Dep. institute management <sup>2</sup>	120	15	12,5	11	3	27,3	193	20	10,4	
Department management <sup>3</sup>	1.716	283	16,5	426	128	30,0	2.672	450	16,8	
Dep. department management <sup>3</sup>	241	41	17,0	124	49	39,5	480	107	22,3	
<b>Total</b>	<b>2.582</b>	<b>374</b>	<b>14,5</b>	<b>794</b>	<b>276</b>	<b>34,8</b>	<b>4.163</b>	<b>712</b>	<b>17,1</b>	

\* FhG: The figures quoted include contracts for doctoral students; most doctoral students have an employment contract and are therefore included in the total number of researchers.

\*\* FhG: C4 positions are included in the W3 row.

\*\*\* The FhG does not distinguish the roles of its employees according to scientific/administrative staff.

1 Student assistants without final examinations

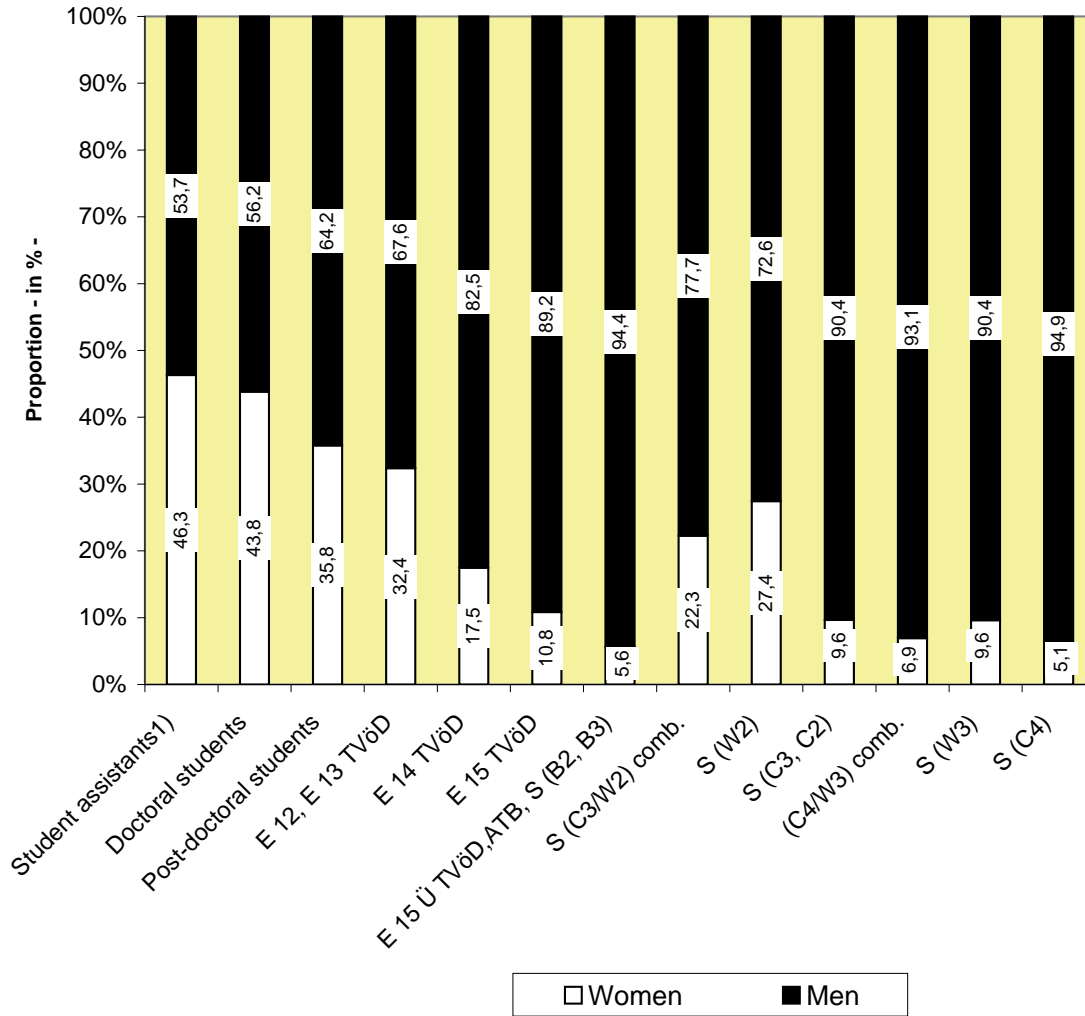
2 Scientific/commercial management (full-time presidents, heads of individual research centres/institutes)

3 Also includes management of research areas and independent research groups

4 At the HGF this means guest and regular post-doctoral students with scholarship contracts, provided these are not covered by BAT I to Ila.

**Chart 9.3.1**

**Overall proportion of women employed on scientific staff at non-academic research institutions (2008)**



<sup>1)</sup> Scientific assistants without final examinations; at FhG also includes student assistants with intermediate examinations, with and without intermediate diploma

# **GWK-Veröffentlichungsliste**

Stand: 27. November 2009

## **Bestellhinweis**

Die Schriften aus der Reihe „GWK-Materialien“ können – sofern sie nicht vergriffen sind – bei der Gemeinsamen Wissenschaftskonferenz (GWK), Friedrich-Ebert-Allee 38, 53113 Bonn, angefordert werden.

Bei Bestellungen durch Privatpersonen wird um Überweisung von 3,- € pro Band zzgl. 2,- € (Versandkosten) an die Gemeinsame Wissenschaftskonferenz, Konto-Nr. 380 010 18 bei der Deutschen Bundesbank, Filiale Köln, (BLZ 370 000 00) mit dem Hinweis „GWK-Materialien“, gebeten.

Zahlungsdetails für Bestellungen aus dem Ausland: Deutsche Bundesbank, Filiale Köln, BIC: MARKDEF1370, IBAN: DE86370000000038001018.

Vertreter von Medien und öffentlichen Institutionen erhalten die Materialien unentgeltlich.

## **Download aus dem Internet**

Die Hefte der Reihe „Materialien der GWK“ können aus dem Internet unter folgender Adresse abgerufen werden: <http://www.gwk-bonn.de>, Service, Publikationen/Dokumente.

## **Materialien der GWK**

- Heft 1: Gemeinsame Forschungsförderung des Bundes und der Länder – Finanzströme im Jahre 2007. Bonn 2008, ISBN 978-3-934850-87-3
- Heft 2: Gemeinsame Berufungen von leitenden Wissenschaftlerinnen und Wissenschaftlern durch Hochschulen und außeruniversitäre Forschungseinrichtungen – Bericht und Empfehlungen. Bonn 2008, ISBN 978-3-934850-88-0
- Heft 3: „Chancengleichheit für Frauen in Wissenschaft und Forschung – Zwölfte Fortschreibung des Datenmaterials (2006/2007) zu „Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen“. Bonn 2008, ISBN 978-3-934850-89-7
- Heft 4: Entwicklungen der Agrarwissenschaften in Deutschland im Kontext benachbarter Fächer (Gartenbau, Forst- und Ernährungswissenschaften) – Entwicklungen in Bund und Ländern seit Verabschiedung der Wissenschaftsratsempfehlungen im Jahr 2006 -. Bonn 2009, ISBN 978-3-934850-90-3
- Heft 5: Zweite Fortschreibung des Berichts „Steigerung des Anteils der FuE-Ausgaben am nationalen Bruttoinlandsprodukt (BIP) bis 2010 als Teilziel der Lissabon-Strategie“. Bonn 2009, ISBN 978-3-934850-91-0
- Heft 6: Jahresbericht 2008. Bonn 2009, ISBN 978-3-934850-93-4
- Heft 7: „Chancengleichheit für Frauen in Wissenschaft und Forschung – Dreizehnte Fortschreibung des Datenmaterials (2007/2008) zu „Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen“. Bonn 2009, ISBN 978-3-934850-92-7
- Heft 8: Pakt für Forschung und Innovation – Monitoring-Bericht 2009. Bonn 2009, ISBN 978-3-934850-94-1

Heft 9: Gemeinsame Forschungsförderung des Bundes und der Länder - Finanzströme im Jahr 2008, Bonn 2009, ISBN 978-3-934850-95-8

Heft 10: Equal Opportunities in Science and Research, 13th update 2007/2008, Bonn 2009, ISBN 978-3-934850-96-5