
Equal Opportunities in Science and Research

Fourteenth Update of the Data (2008/2009)
on Women in Higher Education Institutions
and Non-academic Research Establishments

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Introduction

On 9 July 1998 during the consultation on the second supplement to the Bund-Länder Commission for Educational Planning and 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 higher education institutions and non-academic research establishments.

This is the fourteenth update of the data on women in higher education institutions and non-academic research establishments.¹

¹ 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 4th 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* 2nd 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*;
- GWK, Materialien der GWK, Number 7: *Chancengleichheit in Wissenschaft und Forschung – Dreizehnte Fortschreibung des Datenmaterials*;
- GWK, Materialien der GWK, Number 10: *Equal Opportunities in Science and Research – 13th Update to the Data*.

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

- Women at higher education institutions: 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 2008.
- Proportion of women in academic appointments (applications, calls to post, appointments) in 2009, based on a GWK survey of the federal states.
- Proportion of women in academic leadership positions in 2009, based on data from the German Rectors' Conference (HRK).
- Proportion of women on university councils and academic supervisory bodies in 2009, 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 2009, based on a GWK survey of the following research organisations: Fraunhofer Society (FhG), Helmholtz Association of German Research Centers (HGF), Max Planck Society (MPG), Leibniz Association (WGL).

The second part of this report contains a Special Evaluation by CEWS on equal opportunities in non-university research.

The third part of this report is an appendix containing comprehensive statistics. The initial years starting with 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.² The second part of this year's report, the Special Evaluation by CEWS on equal opportunities in non-university research, again explores a key subject area.

The GWK committee adopted this report on 14 September 2010.

² 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 scientists at higher education institutions and 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;
- GWK, Materialien der GWK, Number 7, Bonn, Germany, 2009, ISBN 978-3-934850-92-7: *Chancengleichheit in Wissenschaft und Forschung – Dreizehnte Fortschreibung des Datenmaterials (2007/2008)*, including supplementary special evaluation by CEWS: Proportion of Women in the Subjects of Politics, Social Sciences, Economics, and Law Based on Analysis by Subject Area.

Part I

1 Basic Trends

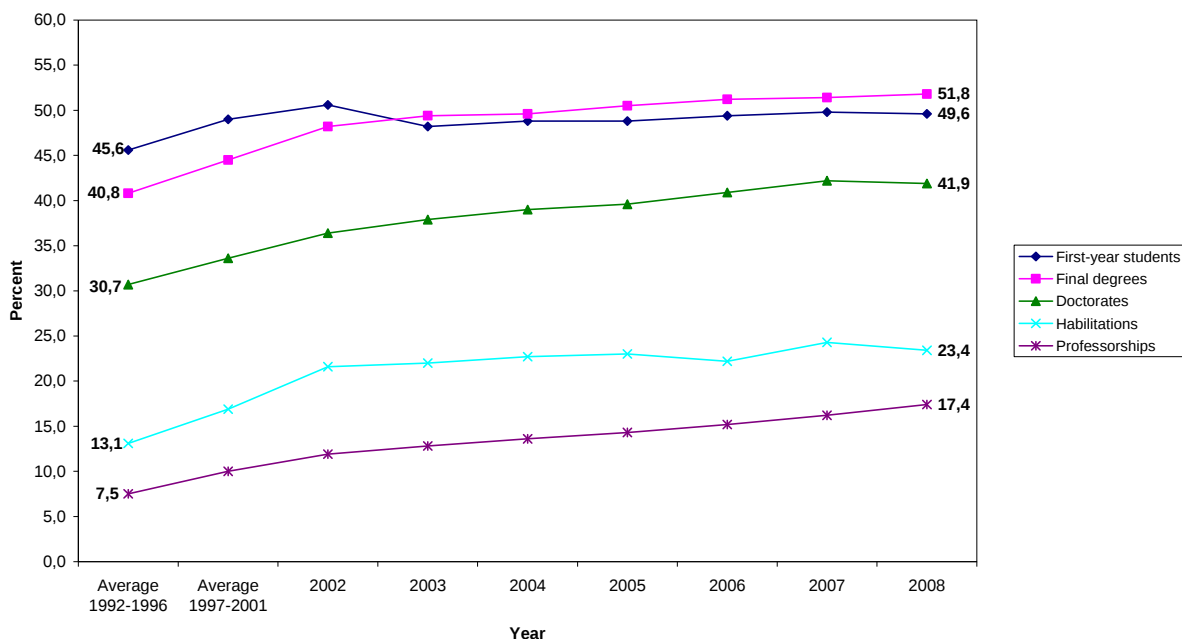
Over the last two decades, the issue of "Equal Opportunities in Science and Research" was systematically championed on an ongoing basis at both federal and state level by the BLK, with the GWK taking on this mantle in 2008. By persistently pursuing this issue, not only have improvements been seen in 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 at higher education institutions and non-academic research establishments.

In the period considered between 1992 and 2008, the overall proportions of women at higher education institutions have changed as follows:

- First-year students – 45.6% to 49.6%,
- Final degrees – 40.8% to 51.8%,
- Doctorates – 30.7% to 41.9%,
- Habilitations – 13.1% to 23.4% and
- Professorships – 7.5% to 17.4%

(See Chart 1).

Chart 1
Proportion of women at HE institutions

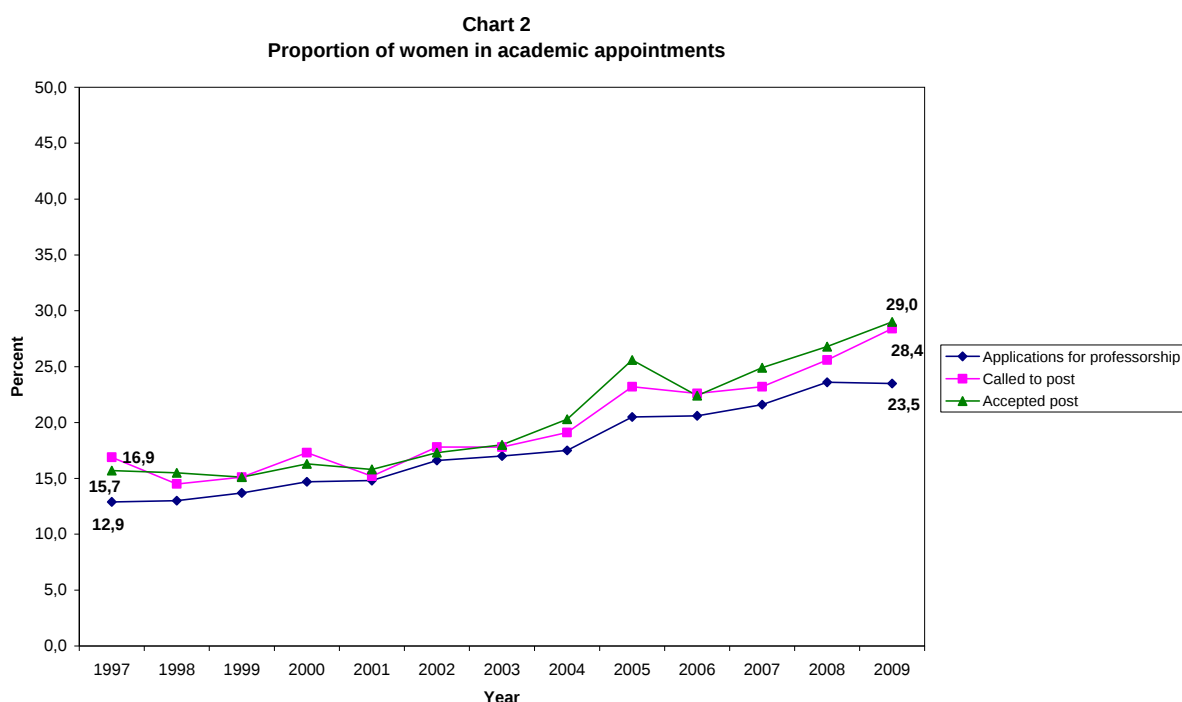


The proportion of women in leadership positions at non-academic establishments (FhG, HGF, MPG, WGL) increased from 2% to 11.4% between 1992 and 2009. This proportion is still far lower than that of women at higher education institutions.

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 changed as follows:

- Applications for professorships up from 12.9% to 23.5%,
- Calls to post up from 16.9% to 28.4%,
- Appointments up from 15.7% to 29.0%

(See Chart 2).



In the period from 1996 to 2009, the proportion of academic leadership positions held by women rose from 9.8% to 19.3%, almost doubling their representation.

The scientific and economic potential that female scientists 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, as explicitly stated in the Standards on Gender Equality³ adopted by the DFG.

³ DFG: Forschungsorientierte Gleichstellungsstandards; decision of the general meeting of 2 July 2008.

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 under the auspices of the Bund-Länder Commission for Educational Planning and Research Promotion (BLK), and since 2008 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.

2.2 HIGHER EDUCATION INSTITUTIONS

2.2.1 PARTICIPATION IN HIGHER EDUCATION

In 2008 a total of 442,091 school leavers of both sexes met the entrance requirements for higher education⁴ (*cf. Table 1.1.3*). Of these, 53.4% (236,262) were women. The total number of students entering higher education (first-year students) was 396,610. Female students made up 49.6% or 196,916 of this number. This means that, as in previous years, the proportion of the total number of first-year students remained below 50%. It should be noted that, while the proportion of female students starting courses in 2008 in engineering was 22.1% and in mathematics and natural sciences 40.5%, the number on languages and humanities courses was 74.5% (*cf. Tables 1.4.3, 1.3.3, and 1.2.3*).

In 2008, a total of 277,897 students graduated from institutions of higher education⁵, 143,920 or 51.8% of whom were female.

⁴ School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeine Hochschulreife" (secondary school completion leading to university qualification from non-specialist school) or "Fachhochschulreife, fachgebundene Hochschulreife" (certificate of readiness for higher vocational school from a vocational school).

⁵ Final examinations at higher education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

A total 167,315 students earned final degrees at universities and equivalent institutions of higher education⁶, 95,065 or 56.8% of whom were female (*cf. Table 1.1.3*).

In the MINT subjects⁷, the proportion of females among graduating students was 31.8%, of whom 23.0% studied engineering and 40.6% mathematics/natural sciences (*cf. Tables 1.3.3, 1.4.3 and 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 (22.1% and 74.5% respectively, *cf. Tables 1.4.3 and 1.2.3*).

Comparing the number and distribution of final degrees in 2008 to the number of first-year students in previous years, it is clear that the ratio between the proportion of women completing degrees and the proportion of women enrolling on courses has remained almost unchanged in these qualification phases since 2003.

2.2.2 PROPORTION OF DOCTORATES AWARDED TO WOMEN

In 2008 in Germany, 25,190 people were awarded doctorates, 10,558 of whom were women. This corresponds to a proportion of 41.9%. Discounting some minor fluctuations, this represents a continuous increase in the number of women awarded doctorates. Following an increase in the overall number of doctorates by 2,814 in 2005 over the figure for 2004, the total fell slightly in 2006 and 2007 and rose again by 1,347 in 2008 (*cf. Table 2.1*). The number of women awarded doctorates fell slightly by 0.3 percentage points from 42.2% in 2007 to 41.9% in 2008.

Compared to the other subject groups, the proportion of women gaining doctorates in the engineering subject group in 2008 is the lowest at 14.3%. It is also worth noting that this proportion is substantially lower than the proportion of women earning final degrees (23.0%, *cf. Table 1.4.3*). In mathematics/natural sciences, the proportion of women being conferred doctorates has risen steadily since 1992, reaching 37.4% in 2008. Women are the recipients of over 50% of the doctorates awarded in veterinary medicine (81.3%), art/art history (62.5%), languages and humanities (53.6%), and human medicine/health sciences (53.5%) (*cf. Table 2.2*).

⁶ 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".

⁷ MINT = mathematics, IT, natural sciences, technology. This corresponds to the subject groups mathematics, natural sciences, and engineering in the subject system of the German Federal Statistical Office.

2 Weighted Overview of Current Data

For additional information on the situation for women studying natural sciences and technical subjects, the reader is also referred to the situation assessment in the 2002 BLK report "Frauen in den ingenieur- und naturwissenschaftlichen Studiengängen"⁸, which also includes conclusions and a description of actions required, and the Special Evaluation by CEWS on career progression for students of selected natural 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 2008 in Germany, a total 1,800 people were awarded the habilitation qualification, (2007: 1,881, 2006: 1,993, 2005: 2,001), 422 of whom were women (2007: 457, 2006: 442, 2005: 460). Despite the introduction of the junior professorship, the proportion gaining the habilitation qualification has remained almost the same, with slight fluctuations. Of the total number awarded the habilitation, women made up 23.4% (2007: 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 2008 were as follows: Human medicine/health sciences 21.9% (178 of a total 811 habilitations), art/art history 46.2% (12 of a total 26 habilitations), languages/humanities 34.7% (119 of a total 343 habilitations) (*cf. Table 3.2*).
- The proportion of women gaining habilitations in the engineering subject group in 2008 was 18.3% (13 of a total 71 habilitations), which is 2.9% lower than the previous year (*cf. Table 3.2*).
- The proportion of women in the mathematics/natural sciences subject group in 2008 was 14.5%, or 48 of a total 330 habilitations, which represents a fall on the previous year of 2.0 percentage points (*cf. Table 3.2*).
- In the MINT subjects, the number of women awarded habilitations in 2008 amounted to 61 of a total 401, or 15.2% (*cf. Table 1.6*).

⁸ - 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.

2.2.4 PROPORTION OF FEMALE PROFESSORS (EXISTING POSITIONS)

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 2008 the number of professorships held by women was 6,725 of the total 38,564, which corresponds to 17.4% (*cf. Table 4.1.2*). During the period under review, the proportion of women holding professorships more than doubled, 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 12,868 in 2008. The number of male professors fell slightly in the period studied (1992: 11,609; 2008: 11,162), whereas the number of female professors rose in the same period from 458 (3.8%) in 1992 to 1,706 (13.3%) in 2008 (*cf. Tables 4.1.2 and 4.1.3*).

In the field of languages and humanities, the overall number of professorships in 2008 was 5,587, the proportion of women being 30.8% (*cf. Table 4.1.5*). The number of female C4/W3 professors rose to 23.9%.

Other subject areas, human medicine/health sciences 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 female 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 in 2008. At universities and colleges of art the percentage was 17.7%, at universities of applied sciences (excluding public administration colleges) 17.0%, and at public administration colleges 18.8%. The proportion of professorships held by women rose again in 2008 (*cf. Tables 4.1.2 and 4.2.6*).

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 2008 the proportion of women was 35.6% for W1 (junior) professors, 21.1% for C2 (assistant) professors (total for tenured plus fixed term), 18.1% for C3/W2 (associate) professors, and 13.3% for C4/W3 (full) professors (*cf. Table 4.1.2*).

Within the individual pay grades, significant differences between the various types of higher education institutions were also clearly identifiable in 2008:

2 Weighted Overview of Current Data

- At universities and art colleges in 2008, the proportion of women was 23.8% for C2 professors (total for tenured plus fixed term), 21.1% for C3/W2 professors, and 13.3% for C4/W3 professors. Women held 35.4% of all W1 professorships (junior professor).
- At universities of applied sciences (excluding public administration colleges), the proportion of women in 2008 was 19.7% for C2 professors (total for tenured plus fixed term), which is a common pay grade at universities of applied sciences, 15.7% for C3/W2 professors, and 11.6% for C4/W3 professors.
- At public administration colleges, the proportion of women in 2008 was 28.1% for C2 professors (total for tenured plus fixed term), which is also a common pay grade at public administration colleges, and 13.6% 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 2009 (ONGOING)

Starting in 1997, the BLK (and now the GWK) has conducted an annual survey 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 2009 survey demonstrates a slight increase in the proportion of women compared to the previous year.

In 2009 in Germany, a total of 81,529 people applied for a professorship, 19,140 of whom were women. This is equivalent to an average of 23.5% of applications, with applications to each pay grade as follows: W1 (junior) professors 31.5%; W2 professors 24.2%; W3 professors 21.9% (*cf. Table 5.1.3*). Out of a total of 8,740 shortlisted candidates, 2,306 were women, which amounts to a proportion of 26.4%. 1,062 out of the total of 3,746 calls to post were awarded to women, corresponding to a proportion of 28.4%. Out of a total of 1,994 appointments, 578 went to women in the year under review, which equates to 29.0% (*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.

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

- A total of 12,490 women applied for professorships in 2009 at universities and equivalent institutions of higher education (excluding art and music colleges), corresponding to female representation of 23.1%. Out of a total of 6,101 shortlisted candidates, 1,623 were women

(26.6%); out of a total of 2,630 calls to post, 760 women were called (28.9%); out of a total of 1,237 appointments, 352 went to women (28.5%).

- At universities of applied sciences, 4,312 women (21.2%) applied for a professorship in 2009; out of a total of 2,230 shortlisted candidates, 540 were women (24.2%); out of a total of 963 calls to post, 251 women were called (26.1%); out of a total of 654 appointments, 192 went to women (29.4%) in 2009.
- At art and music colleges, 2,338 women (32.7%) applied for a professorship in 2009; out of a total of 409 shortlisted candidates, 143 were women (35.0%); out of a total of 153 calls to post, 51 women were called (33.3%); out of a total of 103 appointments, 34 went to women (33.0%) in 2009.

2.2.6 PROPORTION OF ACADEMIC LEADERSHIP POSITIONS HELD BY WOMEN

Women were employed in 19.3% of academic leadership positions in 2009.⁹ During the years 1996-2000, the average level was still below 10%.

Academic leadership positions held by women in 2009 were distributed thus:

- 40 rectors/presidents, corresponding to 11.3%
- 2 founding rectors, founding commissioners, corresponding to 25.0%
- 156 prorectors/vice presidents, corresponding to 22.1%
- 70 chancellors, corresponding to 21.9% (*cf. Table 6.1.*).

The absolute number of academic leadership positions held by women rose 2.2% compared with the previous year, from 262 to 268; the proportion of women in academic leadership positions has hardly changed, however, with a slight rise from 19.2% to 19.3%.

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 councils¹⁰. 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

⁹ Figure based on an announcement by the HRK of 31 December 2009

¹⁰ The terminology used varies between the federal states. The term "curatorium" is also used, 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.

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dialog with the wider community and underpin the new organisational and leadership structures in higher education."¹¹ 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 all 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 (for non-foundation universities), Saarland, and Saxony, the university council plays a contributory role in the selection process, mainly by creating 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 (CEWS) 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 on the memberships 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).

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.

¹¹ Klaus Landfried, speaking at the 2nd Berlin Dialog 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).

The study by Bogumil et al indicates a female proportion of 22%, giving a similar result to existing surveys. No gender-specific data is 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 have risen by just under 3 percentage points since the first survey, putting the German average at 23%. There are large variations between the various federal states however: The figures reported on the survey date of 31 December 2009 range from 11% to 42%, with two states achieving a proportion of over 40% women on their university councils (Bremen, Lower Saxony).

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 staff¹² at non-academic research establishments was 32.4% in 2009. The WGL and the MPG had an above average proportion of women with 43.0% and 35.8% respectively, whereas the HGF and FhG came in below the average with 28.2% and 17.7% respectively (*cf. Tables 9.2.1-9.2.5*).

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

Women are represented as follows:

- 3,871 doctoral students, corresponding to 44.6%,
- 1,479 post-doctoral students, corresponding to 37.5%,
- 4,102 of employees at pay grades E12 and E13 on the German civil service pay scale (TVöD), corresponding to 33.9%,
- 2,014 of employees at pay grade E14 on the German civil service pay scale (TVöD), corresponding to 20.3%,
- 307 of employees at pay grade E15 on the German civil service pay scale (TVöD), corresponding to 11.2%.

The proportion of positions held by women above these levels varies considerably, with women holding 6.0% of E15 ÜTVöD or ATB, B2/B3 including S positions, 29.4% of W2 including S positions, 9.2% of C3/C2 including S positions, 9.6% of W3 including S positions, and 4.0% of C4 including S positions (*cf. Table 9.2.5, overall*).

The combined proportion of scientific and non-scientific staff who are women (from executive management down to student assistants) in 2009 was 32.8% (*cf. Table 9.2.5*). For the WGL, the proportion of women was 43.3%, which represents an increase of 4.8 percentage points

¹² 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

compared with 2008; for the MPG, this figure was 35.7%, for the HGF 29.0%, and for the FhG 20.1% (*cf. Tables 9.2.1 – 9.2.4*).

2.3.2 PROPORTION OF WOMEN IN LEADERSHIP POSITIONS

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

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 11.4% in 2009 (2008=9.9%, 2007=8.4%, 2006=7.9%, 2005=7.0%, 2004=6.6%).

The Max Planck Society (MPG) was again above the average, with 19.0% of leadership positions held by women in 2009. The Leibniz Association (WGL) and the Hermann von Helmholtz Association of German Research Centers (HGF) had lower than average proportions of women with 11.4% and 7.7% respectively, while the figure for the Fraunhofer Society (FhG) was particularly low, remaining at a mere 2.4% (*cf. Table 7.2*).

Among the non-scientific staff (administration, technical, other), the proportion was 15.5% in 2009.

The combined proportion of women employed in leadership positions in both scientific and non-scientific areas was 11.8% in 2009 (*cf. Table 9.2.5*).

Part II

1 Special Evaluation by CEWS on Equal Opportunities in Non-university Research

1.1 INTRODUCTION

The situation for female scientists at non-academic research establishments has been the focus of analysis and discussions ever since the federal government and federal states first began to work together to promote equal opportunities in science. An initial milestone to establish institutional forms of gender equality policy within the research establishments was the "Ausführungsvereinbarung zur Rahmenvereinbarung Forschungsförderung über die Gleichstellung von Frauen und Männern bei der gemeinsamen Forschungsförderung" (Implementation Agreement on the Framework Agreement on the Promotion of Research concerning Equal Opportunities for Women and Men with respect to Joint Research Funding) concluded by the federal government and federal states in October 2003. The Implementation Agreement implemented the Equal Opportunities Act¹³ ruling stipulating that organisations which are institutionally supported by federal funds must also comply with the Equal Opportunities Act (§3). In the period that followed, the research organisations signed individual agreements to implement these legal requirements.

In the "Offensive for Equal Opportunities", the major scientific organisations – German Research Foundation, Fraunhofer Society, Helmholtz Association of German Research Centers, German Rectors' Conference, Max Planck Society, Leibniz Association, and German Science Council – agreed in 2006 to "significantly increase the proportion of women holding senior scientific positions over the coming five years". As part of this offensive, the organisations published individual explanations in which they outlined their specific challenges and goals. The organisations also agreed to "perform an evaluation of the gender-equality successes achieved within their establishments in five years' time".¹⁴

To fulfil this objective, this Special Evaluation aims to gather data on the equal opportunities situation for women and men at non-academic research establishments in order to investigate whether the goals laid down in the Implementation Agreement and the Offensive for Equal Opportunities have been met. The available data has been compiled and analyzed as follows:

¹³ Gesetz zur Gleichstellung von Frauen und Männern in der Bundesverwaltung und in den Gerichten des Bundes (Law on Equality for Women and Men in the Federal Administration and Federal Courts) of 30 November 2001 (BGBl. I S. 3234)

¹⁴ German Science Council, press release of 29 November 2006, URL: http://www.wissenschaftsrat.de/download/Aktuelles_Presse/pm_3606.pdf.

1 Special Evaluation by CEWS on Equal Opportunities in Non-university Research

- Temporal comparison
- Comparison with higher education institutions and industrial research
- Comparison between the research organisations
- Comparison with the rest of Europe and with selected international research establishments

1.2 SOURCE DATA

The statistical analysis is primarily based on data published in the "Equal Opportunities in Science and Research" reports by the Joint Science Conference (GWK) since 1997 (and up until 2007 by the Bund-Länder Commission for Educational Planning and Research Promotion (BLK)).¹⁵ The data source is a survey of the research establishments conducted by the GWK (or BLK). The reports have been published annually since 1998. Time series are available for the years 1992-2009 (with some inconsistencies, however).

Data on higher education statistics from the German Federal Statistical Office and the Wissenschaftsstatistik des Stifterverbandes für die Deutsche Wissenschaft is also used, along with international comparative data from Eurostat and the She Figures (European Commission 2009: 185).

The inconsistencies in the time series are as follows:

Because the term "women in leadership positions" is not precisely defined, the questionnaire was revised in 2004 with differentiation according to position and salary group. Differentiating between academic and technical/administrative personnel was difficult, however (BLK 2006: 10). The FhG in particular is unable to provide data differentiated in this way.

This has resulted in some inconsistencies, particularly in the "Management" category. At the MPG, the institute management has been classified in pay grade "S (C4)" since 1999. The gathering of separate data for scientific and administrative management since 2004 has led to different interpretations and supplied data, limiting the possibilities for direct comparison with previous years.

Overall, the following data is available for non-academic research establishments:

- Leadership positions at non-academic research establishments classified according to gender, pay grade, and research organisation, 1992-2009 (data source: GWK/BLK),

¹⁵ Up until 2006, the reports were published under the title "Frauen in Führungspositionen an Hochschulen und außerhochschulischen Forschungseinrichtungen" (Women in leadership positions at higher education institutions and non-academic research establishments).

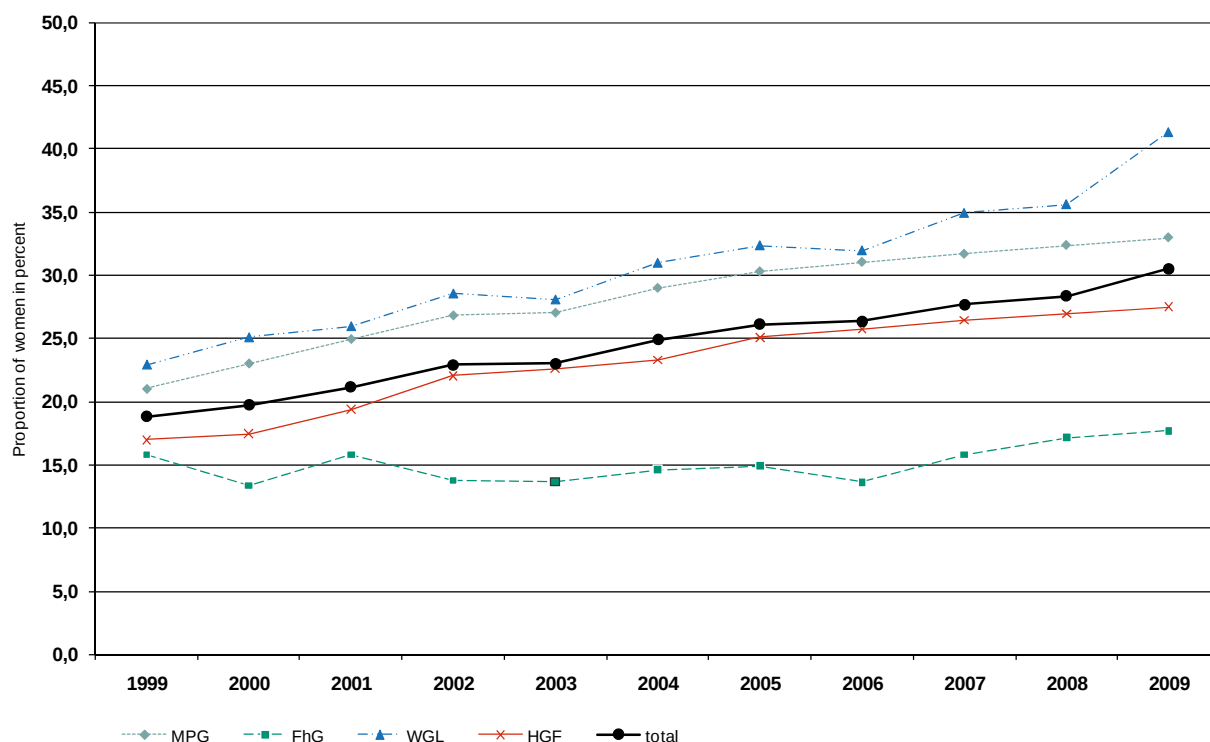
- Scientific personnel at non-academic research establishments classified according to gender, pay grade, and research organisation, 1999-2009 (data source: GWK/BLK),
- Newly filled leadership positions at non-academic research establishments classified according to gender, pay grade, length of contract, and research organisation, 1999-2009 (data source: GWK/BLK),
- Researchers at non-academic research establishments, classified according to gender and subject group, 1998, 1999, 2003-2007 (data source: Eurostat).

The data for women in HGF supervisory bodies was not evaluated.

1.3 BASED ON: CURRENT SITUATION, DEVELOPMENT OVER TIME, AND COMPARISON OF SECTORS (RESEARCH IN HIGHER EDUCATION INSTITUTIONS, NON-ACADEMIC RESEARCH ESTABLISHMENTS, AND INDUSTRY)

In 2009, 31.6% of the scientific personnel¹⁶ at non-academic research establishments were women. In 1999, this figure was 18.8%, which means the proportion of women has risen by almost 12 percentage points in ten years, i.e., by over one percentage point a year on average (cf. Figure 1).

Figure 1 Proportion of women on scientific staff (excluding student assistants) according to research organisation, 1999-2009



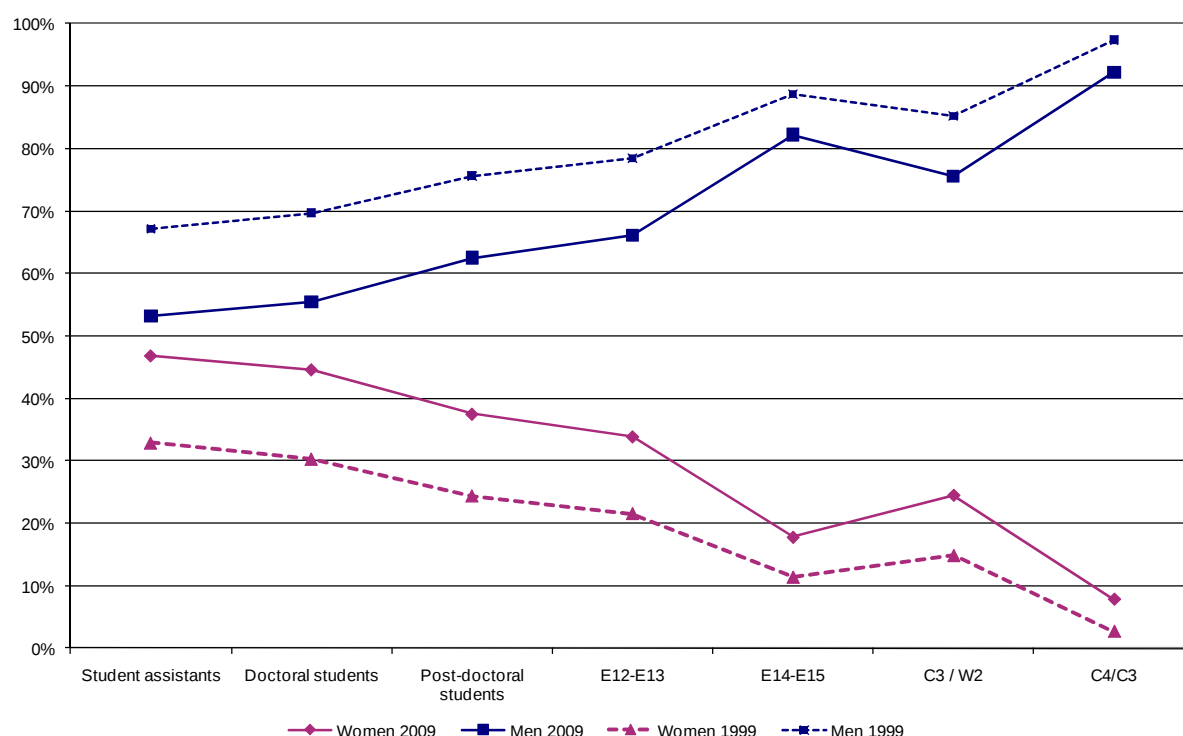
Source: BLK/GWK

¹⁶ Excluding student assistants.

1 Special Evaluation by CEWS on Equal Opportunities in Non-university Research

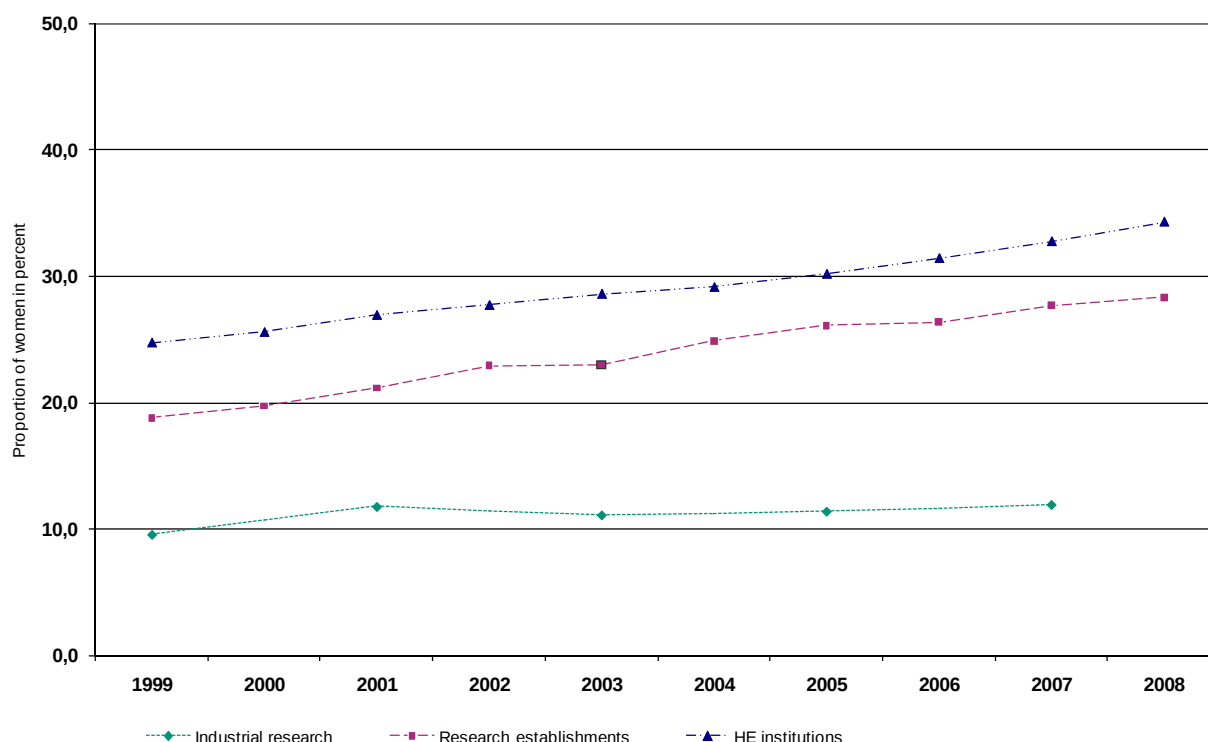
Despite this increase, the proportion of women drops as the qualification level becomes more senior, and the potential of female student assistants and doctoral students is not being harnessed at research establishments. Compared to 1999, the gap between men and women in terms of their respective progress to higher qualification levels has closed somewhat. **Figure 2**, however, clearly shows that the proportion of female student assistants, doctoral students, and postdoctoral students has risen more than the proportion of women in leadership positions. Particularly for scientific staff in management roles who mostly hold salaried, permanent posts (E14 and E15) and for C4/W3 professors, the proportion of women in 2009 rose less than in the case of, for example, doctoral and post-doctoral students.

Figure 2 Proportion of women and men on the scientific staff of research establishments, 2009 and 1999



Source: BLK/GWK

Figure 3 Proportion of women on the scientific staff by sector¹⁷, 1999-2008



Sources: German Federal Statistical Office, BLK/GWK, Wissenschaftsstatistik

The proportion of full-time female scientific and artistic staff at higher education institutions – almost 35% (2008) – is much higher than at research establishments. Similarly, the proportion of women on the scientific staff of higher education institutions and research establishments increased by nearly 10 percentage points from 1999 to 2008¹⁸ (cf. **Figure 3**). In industrial research, however, the proportion of women is much lower, at 12% (2007).¹⁹ Furthermore, this sector has only seen minimal increases since 1999, when the proportion of female scientists in industrial research was 9%.

The differences between the proportion of women in higher education institutions, non-academic research establishments, and industrial research are also connected to gender-specific subject choices and horizontal segregation²⁰. At higher education institutions in 2008, 23% of the scientific staff were employed in the mathematics and natural sciences subject

¹⁷ In the research statistics, a distinction is drawn between the higher education sector, the state sector, and the business sector. When research establishments are referred to below, this should always be understood to mean non-academic research establishments and/or the state sector. The data for the business sector (industrial research) is compiled every 2 years.

¹⁸ The higher education statistics for 2009 are not currently available (July 2010).

¹⁹ Statistics on research and development in companies (industrial research) are compiled every 2 years by the Wissenschaftsstatistik des Stifterverbandes für die deutsche Wissenschaft. Data for 2009 is not yet available.

²⁰ Horizontal segregation means distribution of the genders across occupation, activity, or academic subject.

group and 15% in engineering, i.e., a total of 38% within the MINT field²¹. In the research establishments, on the other hand, two thirds of the scientific personnel were employed in a natural science or technical field. Industrial research is almost entirely dominated by natural sciences and engineering. In engineering, the proportion of female doctoral candidates is currently 14% (2008), while for mathematics and natural sciences this figure is 37%. The reason why the proportion of women on the scientific staff of research establishments is lower overall than that of higher education institutions is because the former are dominated by natural science and technical subject areas, which are more rarely chosen by women.

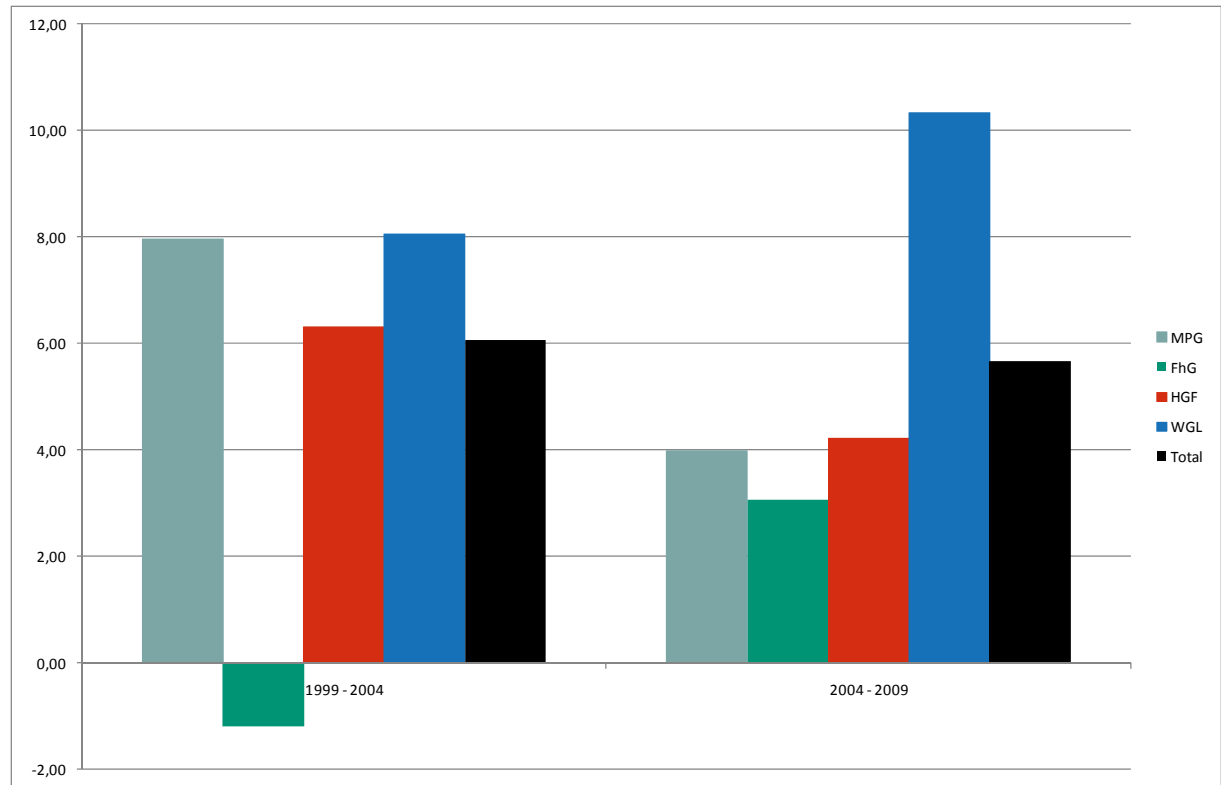
Although the proportion of women on the scientific staff of the non-academic research institutes has increased overall, the reason for this average value is the different situations and development in the individual research organisations (cf. **Figure 1**, p. 19). The organisation with the highest proportion of women (over 40%) and the greatest increase since 1999 (18 percentage points) is the Leibniz Association (WGL). At the Max Planck Society and the Helmholtz Association of German Research Centers, the average increase is 12 and 11 percentage points respectively. At the Fraunhofer Society, on the other hand, the proportion of women on the scientific staff has remained more or less constant from 1999 to 2009, with the proportion of women increasing from 16% to 18%.

In the "Offensive for Equal Opportunities", the research organisations agreed to significantly increase the proportion of women. Concrete targets were not specified in the agreement. In 2008, the MPG concretised the agreements in the "Offensive" by pledging to increase the proportion of women scientists in leadership positions (W2/W3) and salaried scientists (pay grade 13 to 15 Ü in the German civil service pay scale (TVöD)) by 5 percentage points overall between 2005 and 2010.²² This is the target set for all research organisations in the current evaluation, in line with developments at higher education institutions and with the higher education ranking according to gender equality aspects (Löther 2009).

²¹ MINT = mathematics, IT, natural sciences, technology. This corresponds to the subject groups mathematics, natural sciences, and engineering in the subject system of the German Federal Statistical Office.

²² "Gleichstellung von Frauen und Männern in der Max-Planck-Gesellschaft" society-wide agreement (April 2008), URL: <http://www.mpikg.mpg.de/gba/front/pdf/RS/2008-48-Gleichstellungsgrundsätze.pdf>.

Figure 4 Rates of increase (in percentage points) in the proportion of women on scientific staff, 1999-2004 and 2004-2009, by research organisation

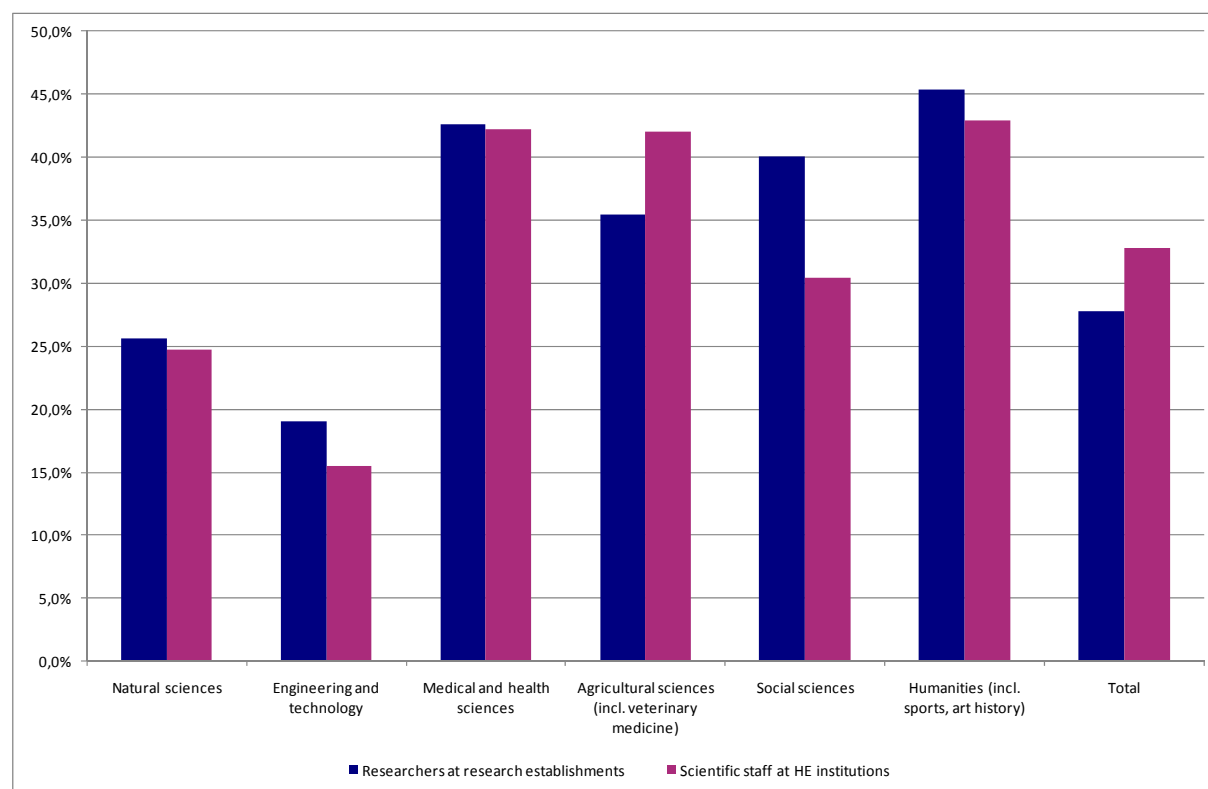


In the five years from 2004 to 2009, only the Leibniz Association significantly increased the proportion of women on its scientific staff with a rise of over 10 percentage points. At the MPG and the HGF, the increase was 4 percentage points, and at the FhG it was even lower. It is notable that prior to this, from 1999 to 2004, the proportion of women on the scientific staff of the Helmholtz Association and the Max Planck Society grew much more. At the Fraunhofer Society, on the other hand, the proportion of women on the scientific staff actually fell between 1999 and 2004, reaching an all-time low of 13.6% in 2006. Thanks to the above-average growth at the WGL, the research establishments as a whole achieved an increase of 5.7 percentage points. This is as high as the increase in the proportion of female scientific staff at higher education institutions between 2003 and 2008, and can indeed be described as a definite increase, with an annual rise of over one percentage point.

1.4 HORIZONTAL SEGREGATION

As shown above (cf. p. 21), gender-specific choice of subjects is one of the reasons why the proportion of women on the scientific staff of research establishments is lower overall than that of higher education institutions. However, the proportion of women on the scientific staff of research establishments (2007) in the natural sciences subject group is just as high as in higher education. In the field of engineering, the proportion of women at research establishments (19%) is greater than at higher education institutions (15.5%, cf. **Figure 5**).

Figure 5 Proportion of women researchers at research establishments²³ and proportion of female scientific staff at higher education institutions by subject group, 2007

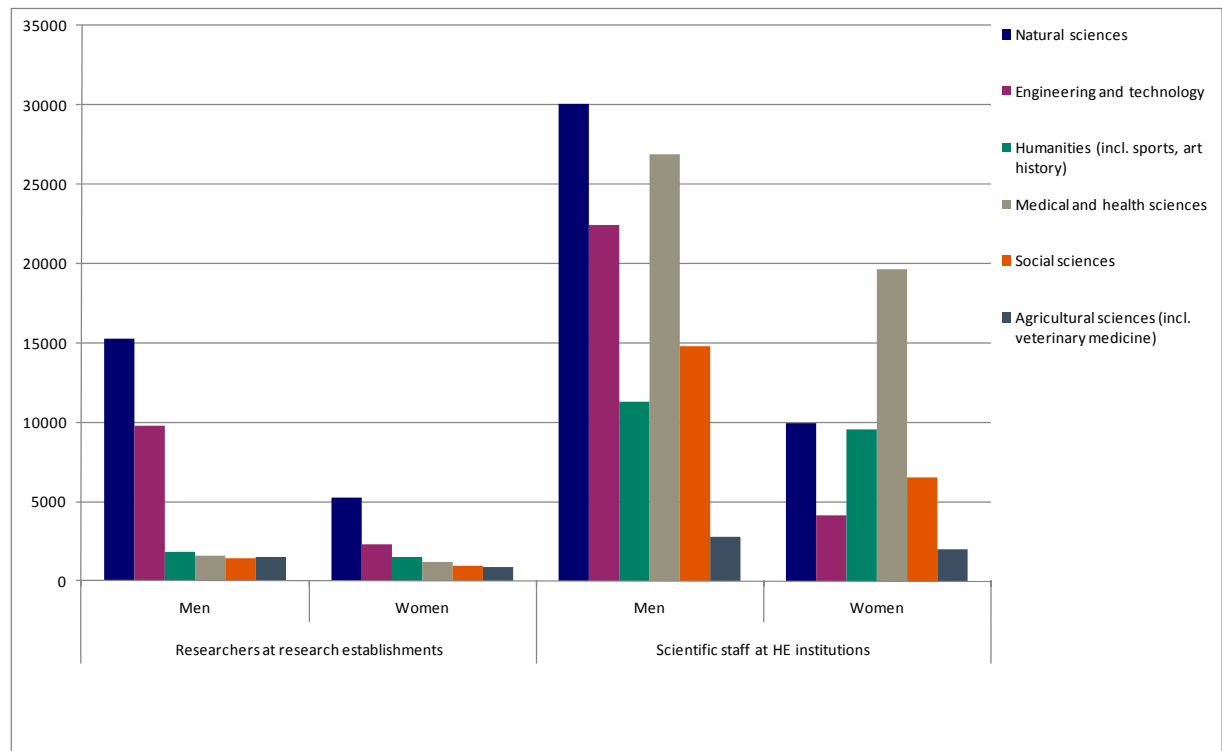


Source: Eurostat; German Federal Statistical Office

Most scientists at research establishments work in the fields of natural sciences (around 5,000 women and 15,000 men) and engineering (around 2,000 women and 10,000 men). In the higher education sector too, most scientists work in the field of natural sciences (around 30,000 men), while the largest proportion of the female scientific staff at higher education institutions (nearly 20,000 women) work in the medicine and health sciences subject group (cf. **Figure 6**). What is particularly striking here is the fact that at higher education institutions, 4,000 female scientists are employed in the field of engineering, which does not amount to even twice as many as the number employed in this field at research establishments, despite the fact that higher education institutions employ almost five times more female scientists overall than research establishments.

²³ The data, which is classified according to subject group, comes from the Eurostat database and relates to researchers in research establishments. Researchers "are professionals engaged in the conception or creation of new knowledge, products, processes, methods, and systems and also in the management of the projects concerned". OECD 2002

Figure 6 Number of researchers at research establishments and higher education institutions by gender and subject group, 2007

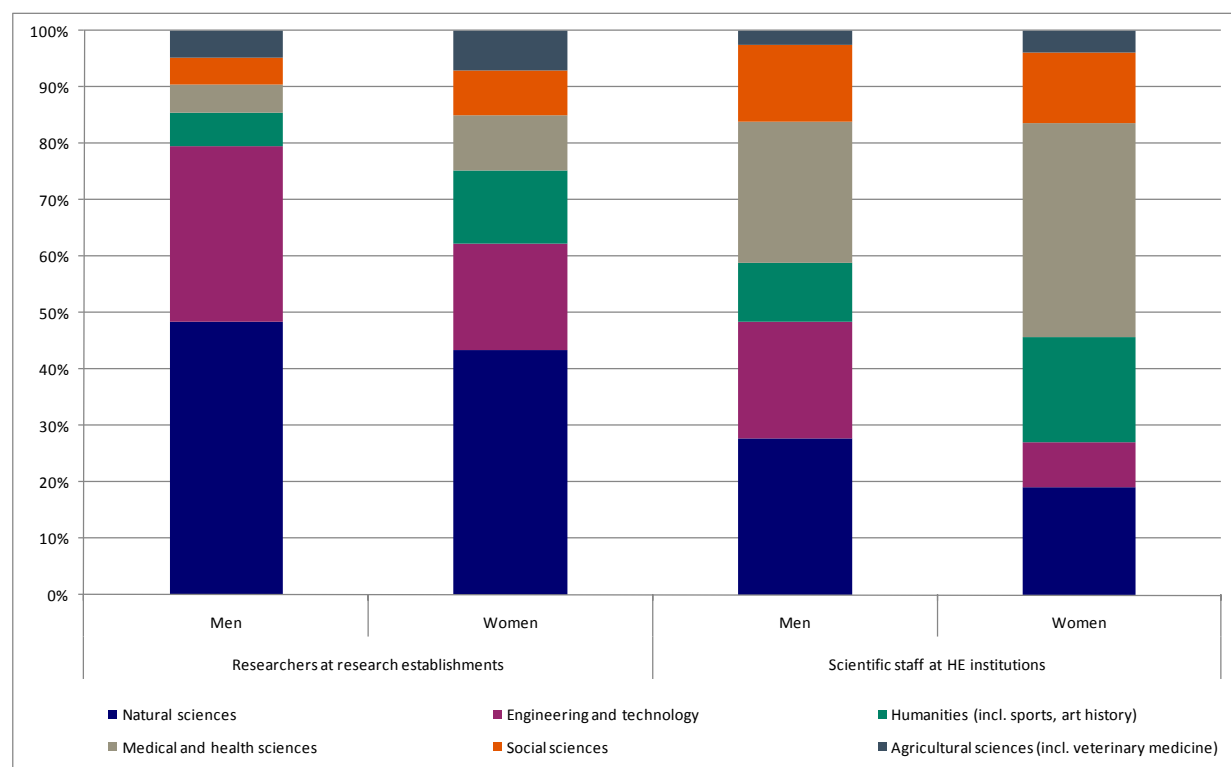


Source: Eurostat; German Federal Statistical Office

For female scientists at research establishments, therefore, the distribution across individual subjects is different from that of their colleagues in the higher education sector (cf. **Figure 7**). Within the research establishments, there is horizontal segregation between male and female scientists. Almost 80% of male scientists at research establishments and 62% of female scientists are employed in a natural science/technical (MINT) field (2007). In terms of the figures for the natural sciences, the proportions of women and men do not differ greatly, with female scientists numbering 44% and male scientists 49% in this subject group at research establishments. The proportions diverge chiefly in the field of engineering, which employs 31% of the male scientists, but only 19% of the women. In the social sciences and humanities, female scientists at research establishments are more strongly represented than their male colleagues (21% women and 11% men).

While nearly two thirds of female scientists work in the fields of natural sciences and engineering at the research establishments, only a quarter of the female scientific staff work in these fields at higher education institutions (cf. **Figure 7**). Only 7% of female scientists at higher education institutions work in engineering. In higher education, more female scientists work in the fields of medicine and health sciences (34%) than in the natural-science and technical subjects combined, with the humanities (20%) and social sciences (11%) together also representing a larger group.

Figure 7 Distribution of researchers at research establishments and scientific staff at higher education institutions according to subject group, 2007



Source: Eurostat; German Federal Statistical Office

The distribution of female scientists across the subject groups tends to be similar for research establishments and higher education institutions. Women are more strongly represented than men in the humanities, social sciences, and medicine and less strongly represented than men in engineering. The distribution of the two sexes across the various subjects, however, shows more pronounced differences in the higher education institutions than in the research establishments. The index of dissimilarity confirms this impression. The index of dissimilarity is a standard method of measuring segregation used in particular to represent the gender-specific labour market (European Commission 2009; Beblo/Heinze et al. 2008: 48). The advantage of index-based representation of segregation is that it enables comparison between not only countries, but also institutions, to establish whether, for example, women and men are unevenly distributed across particular occupational or subject areas. For higher education institutions and non-academic research establishments, for example, the index can be used to calculate how many women and men would have to change subject in order to ensure equal gender distribution across all subjects. The higher the index value, the more pronounced the horizontal segregation at the institution in question.

Table 1 Index of dissimilarity (2007)

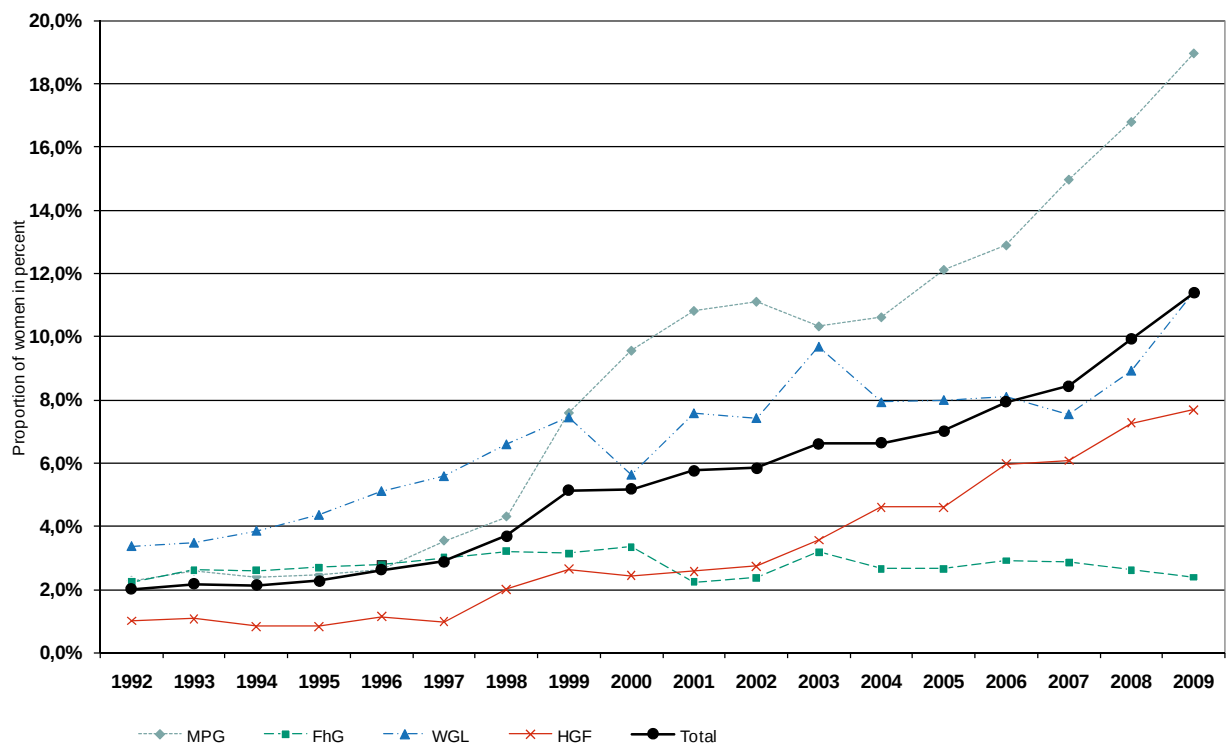
Researchers at research establishments	0.17
Full-time scientific and artistic staff at higher education institutions	0.23

Table 1 shows that in the research establishments, 17% of researchers would have to work in another subject area in order to achieve the same proportion of women (27.8%) in all subjects. At the higher education institutions, 23% of the scientific staff would have to change subject in order to guarantee the same proportion of women (32.8%) in all subjects. At higher education institutions, therefore, women are more strongly represented in "women's subjects" and men in "men's subjects" than at the research establishments. In other words, horizontal segregation is more pronounced at higher education institutions than in research establishments.

1.5 VERTICAL SEGREGATION

As previously shown in the "scissors diagram", the proportion of women in research establishments decreases the more senior the qualification level. At the same time however, the proportion of women in leadership positions²⁴ at research establishments has risen since 1992.

Figure 8 Proportion of women in leadership positions by research organisation, 1992-2009



Source: BLK/GWK

Currently (in 2009), the proportion of women in leadership positions at all research establishments put together is 11.4% (cf. **Figure 8**). Since 1992 when the proportion of women was 2%, it has risen by around 10 percentage points. The increase is therefore much smaller than that for scientific staff overall. The Fraunhofer Society has been no more successful in increasing its proportion of women in leadership positions than it has in increasing its female scientific staff

²⁴ Leadership positions at research establishments include C3/W2 and C4/W3 professorships and pay grades E15 ÜTVöD or ATB and S (B2, B3) and corresponding to BAT I in the old collective bargaining law.

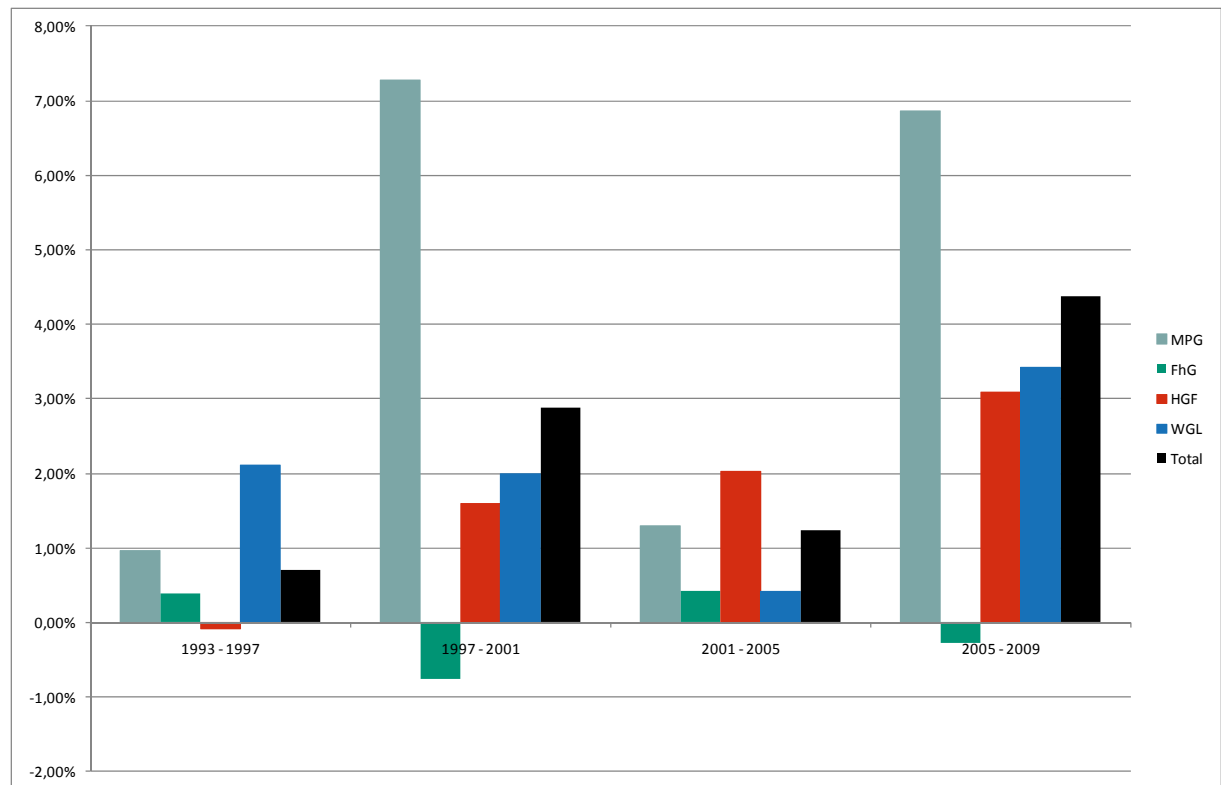
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overall. In 2009, 2.4% of the leadership positions at the FhG were held by women, just as few as 17 years previously. Out of 350 leadership positions in total, only 7 are held by women. The Helmholtz Association on the other hand, which has a comparable subject profile and which started out at the even lower level of 1% women in 1992, has succeeded in increasing its proportion of women steadily since 1997 to its current level of nearly 8% (women hold 42 of its total 546 leadership positions). At the Leibniz Association, the proportion of women in leadership positions is only slightly higher at 11% (women hold 40 out of 293 leadership positions), despite a subject profile that includes significantly more institutes that are oriented towards the social sciences and humanities. Although the proportion of women in leadership positions increased at the Leibniz Association by 8 percentage points between 1992 and 2009, it did not do so continuously, with the proportions of women falling again in 2000 and between 2004 and 2007.

The Max Planck Society has been more successful than the three other research organisations in increasing its proportion of women in leadership positions. In 1992, the MPG was only slightly higher than the other research organisations at 3%. Since then, the proportion of women in leadership positions has increased by almost 17 percentage points to its current level of nearly 20%.

A comparison of the growth rates in four-year chunks reveals the different dynamics within the research organisations and over different time segments (cf. **Figure 9**). At the FhG, the proportion of women in leadership positions increased at a rate that was well below average during all the periods examined, and actually fell during the periods 1997-2001 and 2005-2009. The HGF almost doubled its rates of increase over this time. The proportion of women rose by just 1.6 percentage points between 1997 and 2001, but the pace then picked up to 3.1 percentage points between 2005 and 2009. At the MPG and the WGL, the low rate of increase between 2001 and 2005 stands out, since in the years prior to and following this period, both research organisations had much higher rates. It is not possible to explain the causes of the low growth rates between 2001 and 2005 at the WGL and MPG without a more precise analysis of the gender equality policy measures at that time. The dynamics for the period since 2005 show positive development. With an increase in the proportion of women in leadership positions of almost 7 percentage points from 2005 to 2009, the MPG has exceeded the target it set itself of one percentage point a year on average.

Figure 9 Rates of increase (in percentage points) in the proportion of women in leadership positions, 1993-1997, 1997-2001, 2001-2005, and 2005-2009, by research organisation



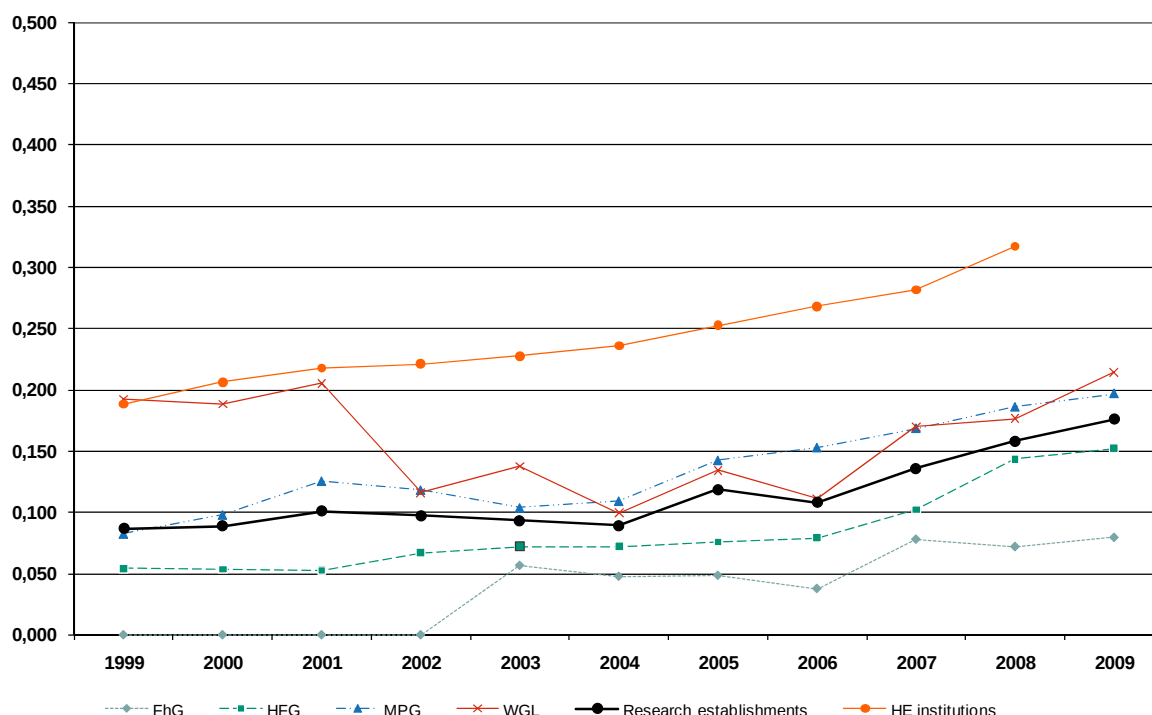
Source: BLK/GWK, calculated by the CEWS

Over 5 years (2004-2009), only the MPG achieved a significant increase in the proportion of women in leadership positions at 8.4 percentage points. For the research establishments overall, the proportion of women in leadership positions has increased by almost 4.8 percentage points, i.e., almost one percentage point per year, although the HFG and WGL did not achieve these rates of increase and at the FhG the proportion of women has fallen over the last 5 years. At higher education institutions, the proportion of female professors increased by 4.6 percentage points from 2003-2008, a rate of increase equivalent to that of women in leadership positions at research establishments.

As explained above (cf. p. 21), the proportion of women on the scientific staff and in leadership positions also depends on the subject profile of the research establishments. The "Glass Ceiling Index" takes these different preconditions into account by comparing the proportion of women in the most senior posts (C4/W3) with the proportion of female doctoral students and thereby measuring the opportunities for advancement. The higher the indicator value, the more successful the institutions are in promoting women to the most senior posts in line with the proportion of women among the younger generation of scientists. The value 1 would mean that participation by women at the most senior level is equal to their participation at doctoral student level.²⁵

²⁵ The value would also be 1, however, if an institution had only 5% female doctoral students and 5% female professors. For more on the Glass Ceiling Index cf. European Commission 2009.

Figure 10 Glass Ceiling Index, 1999-2009²⁶



Source: BLK/GWK, German Federal Statistical Office

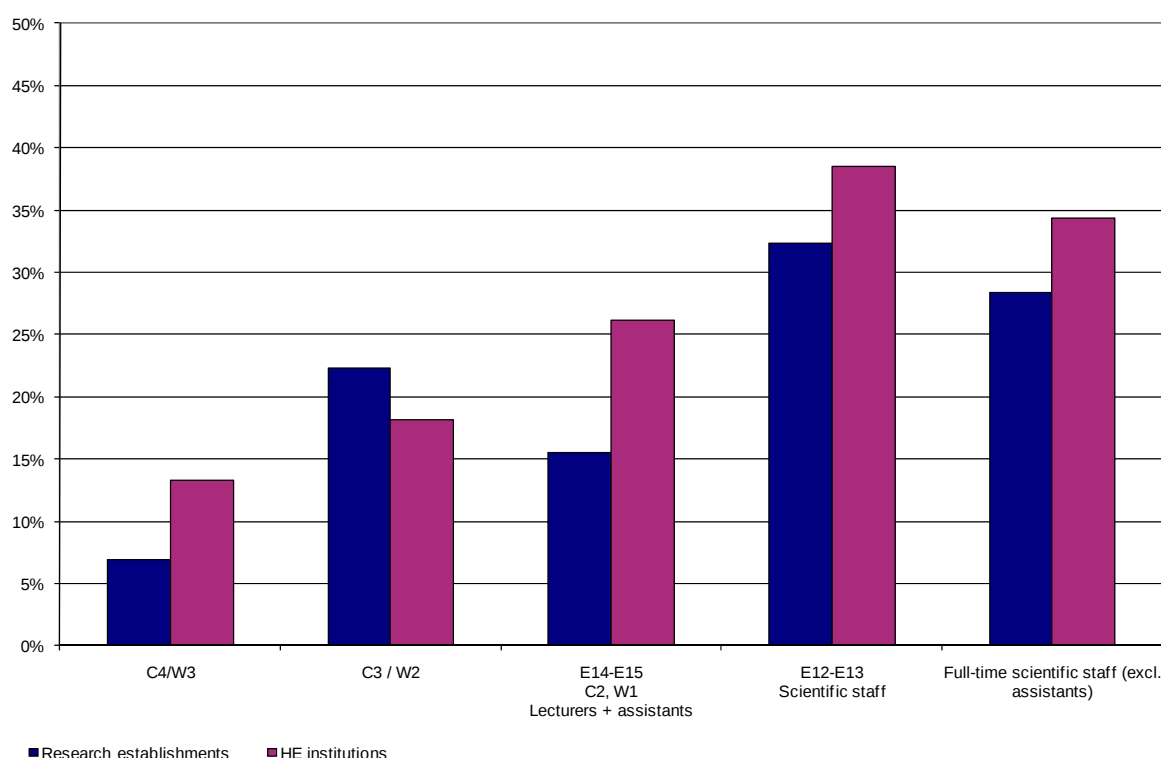
The Glass Ceiling Index is on average 0.176 (cf. **Figure 10**). The index remained almost consistently below 0.1 until 2004, but has since risen. The proportion of women in the most senior leadership positions has therefore increased faster than the proportion of doctoral students since 2004 and, as a result, the "glass ceiling" has become somewhat thinner. At the higher education institutions, the Glass Ceiling Index was 0.3 in 2008, double that of the research establishments. Women therefore have better opportunities for advancement at higher education institutions than at research establishments.

At the Max Planck Society and the Leibniz Association, women have above-average opportunities for advancement. At the WGL, women's opportunities declined up until 2004, but the Glass Ceiling Index then began to climb again and in 2009 returned to the same level as 2001. Opportunities at the HGF and FhG are below average. Unlike the low proportions of women on the scientific staff and in leadership positions, these below-average values do not result from the orientation of these research establishments towards natural sciences, technical subjects, and applied research. The Glass Ceiling Index shows that these two research organisations are less successful in transforming the existing potential of the younger generation of female scientists into further scientific careers.

²⁶ The data for the higher education institutions for 2009 is not yet available. The reference parameter for the C4/W3 professorships at the higher education institutions is a doctorate; data for doctoral students is not available.

When comparing research establishments and higher education institutions in terms of the proportions of women at the different pay grades, it is apparent that the higher education institutions have higher proportions of women across the board, with the exception of W2/C3 positions. The high proportion of W2/C3 professorships is primarily thanks to MPG's W2 Minerva program for promoting outstanding women scientists. The proportion of female W2/C3 professors is 27% at the MPG. In 2007, 21 W2 professors were appointed through the Minerva program, which amounts to one third of all the C3/W2 positions at the MPG that were awarded to women in 2007.²⁷

Figure 11 Proportion of women on the scientific staff at research establishments and higher education institutions by pay grade, 2008



Source: GWK/German Federal Statistical Office

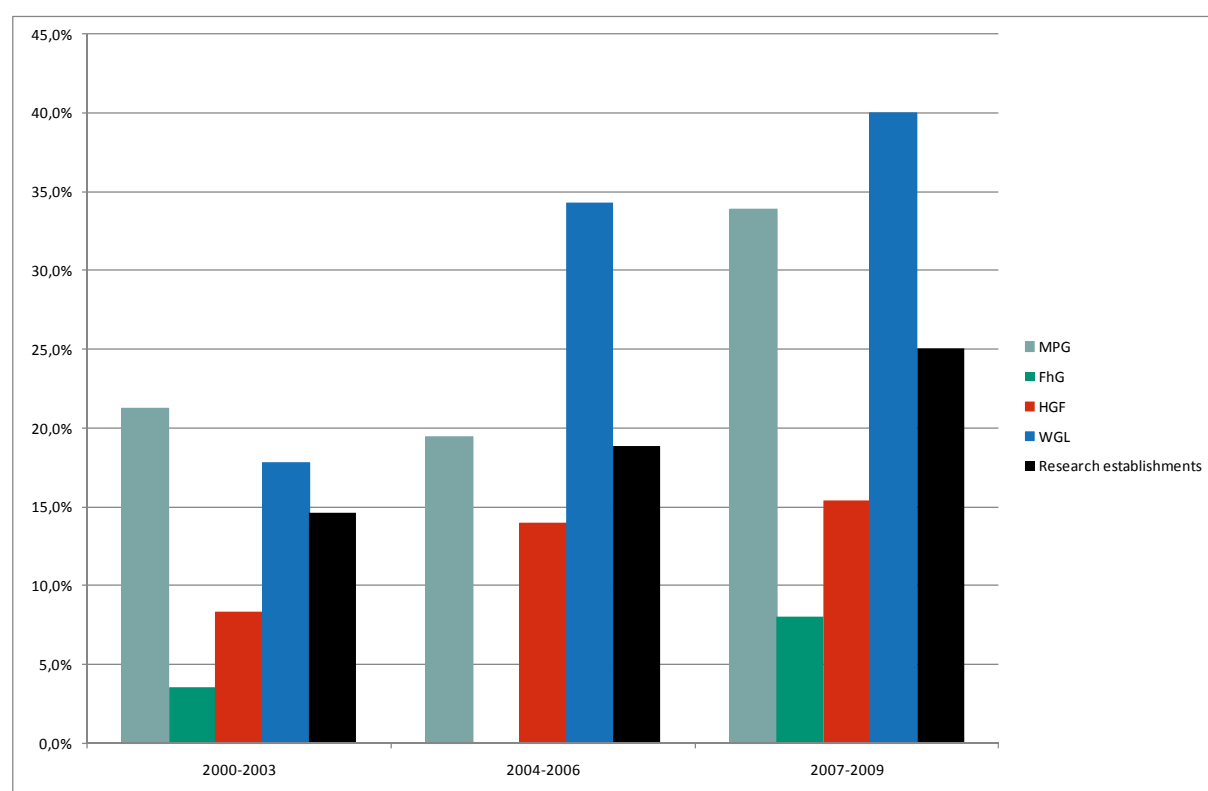
Because leadership positions are usually based on permanent contracts of employment – and therefore ongoing data – the proportion of women changes relatively slowly. An examination of the recruiting policy of the research establishments offers a better insight into the dynamics and development opportunities. When it comes to new appointments to leadership positions, however, problems arise from the fact that in some research organisations, only a few new appointments are made each year and small figures lead to large annual fluctuations. For this reason, the data is evaluated at time intervals of 3 to 4 years.

²⁷ For more information on the program, visit the MPG website (URL: <http://www.mpg.de/arbeitenMPG/chancengleichheit/W2-Minerva-Programm/index.html>).

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From 2000 to 2009, the proportion of women in newly filled leadership positions at research establishments rose from 15% to 25% (cf. **Figure 12**). The proportion of women at the WGL is above average: 40% of the leadership positions are currently held by women. Between 2004 and 2006, a third of the leadership positions were filled by women. The Max Planck Society also has an above-average proportion of women in newly filled leadership positions. Between 2007 and 2009, one third of the newly filled leadership positions were held by women. This is a clear increase on previous years, when the proportion of women was around 20%. New appointments of women to leadership positions at the Helmholtz Association are below average, but the trend is on the increase. At the Fraunhofer Society in 2000, 2002-2006, and 2008, no leadership positions were filled by women, although 77 appointments to leadership positions were made during this time.

Figure 12 Proportion of women in newly filled leadership positions, 2001-2009 (values for 3 or 4 years in each case)



Source: BLK/GWK

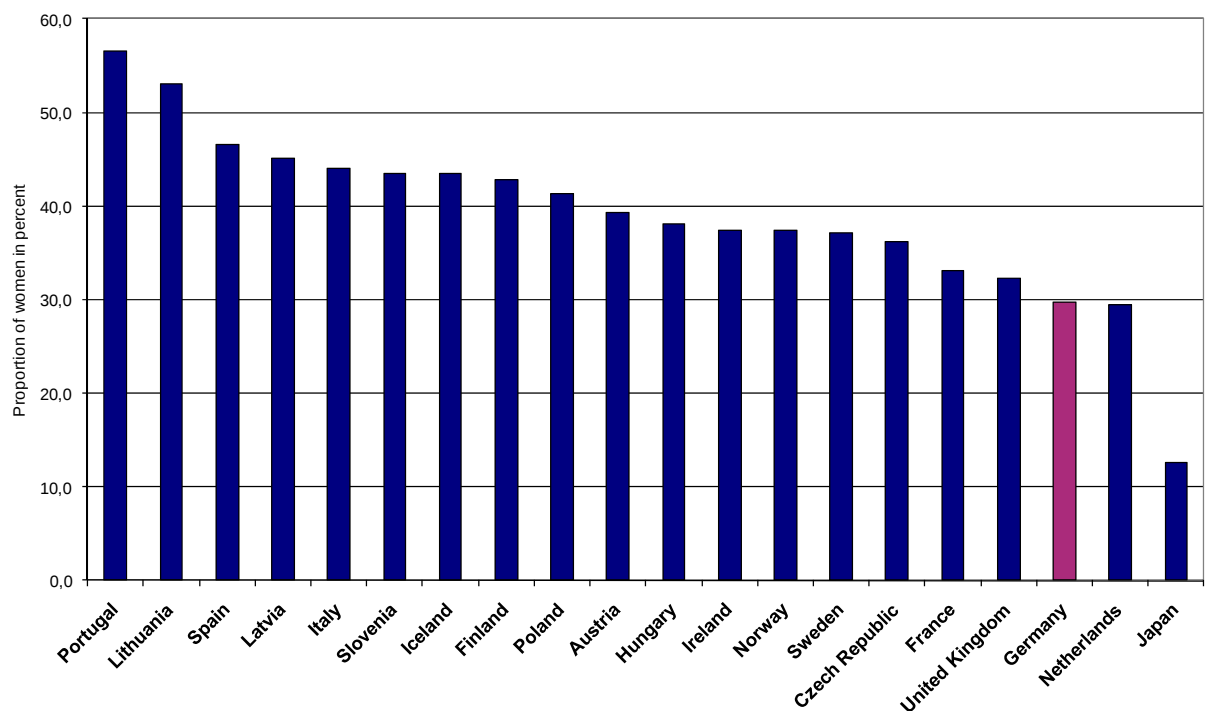
Regarding the high proportion of women in newly filled leadership positions at the Max Planck Society and the Leibniz Association, however, it should be borne in mind that from 2004-2009 over 70% of the newly appointed female scientists were only on temporary contracts. At all research establishments combined, 63% of women in leadership positions received temporary contracts. At the HGF, the proportion of the newly filled female leadership positions held by women on temporary contracts was almost 40%. At the FhG, just one female scientist was permanently appointed to a leadership position during the period from 2004 to 2009.

Since the overall proportion of leadership positions with temporary contracts is not included in the GWK survey, it is not possible to determine whether women have been placed on temporary contracts more frequently than men. For the MPG, it can be assumed that the high proportion of female scientists in leadership positions with temporary contracts is also an effect of the W2 Minerva program: The program envisions a post lasting 5 years.

1.6 EUROPEAN AND INTERNATIONAL COMPARISON

Compared with the rest of Europe, Germany and the Netherlands are bringing up the rear with fewer than 30% female researchers at research establishments (cf. **Figure 13**). In France and Great Britain, around one third of scientific personnel are women. In Austria, the proportion of women is now almost 40%. The countries with the highest proportions of female scientific personnel in research establishments are Portugal and Lithuania with over 50%, and Spain is not far behind with just under 50%.

Figure 13 International comparison of the proportion of female researchers at research establishments (researchers in the government sector), 2006



Source: She Figures 2009

Reference year exceptions: Iceland, Japan, Netherlands, Norway, Portugal, Sweden (all 2005)

Finally, for a more precise assessment of how German research establishments are positioned internationally in terms of their proportion of female scientists, German research establishments were compared with the CNRS (Centre national de la recherche scientifique), the French national research organisation, and the Massachusetts Institute of Technology (MIT), a US technical research university, which are both world-leading research institutions. Data on vertical segregation is available for both institutions, although there are comparison issues due to the different scientific systems.

At the CNRS, the scientific staff are generally on permanent contracts, although doctoral and post-doctoral students have temporary contracts. The permanent staff at the CNRS consist of researchers, engineers, and technicians. Of interest for the comparison are the researchers, i.e., those who – in the words of the OECD definitions – are involved with the creation of new knowledge, products, processes, methods, and systems (OECD 2002: 93). The first appointment after a doctorate is "chargé de recherche de 2^{ème} classe" and further advancement is mostly through internal promotion.²⁸ **Table 2** shows the leadership hierarchy and the corresponding positions at German research establishments.

Table 2 Positions of researchers at the CNRS with qualification requirements and equivalent positions at German research establishments

CNRS	Qualification requirements	Proportion of researchers	German research establishments	Proportion of researchers
Chargé de recherche (CR2)	Doctorate	12.0%	E12-E13	38.6%
Chargé de recherche (CR1)	Doctorate + 4 years' research experience	48.3%	E14-E15	56.5%
Directeur de recherche (DR 2)	Doctorate + 8 years' research experience	29.7%	C3/W2	1.7%
Directeur de recherche (DR 1) and Directeur de recherche de classe exceptionnelle	Doctorate + 12 years' research experience	10.0%	W3/C4	3.2%

(according to CNRS 2009)

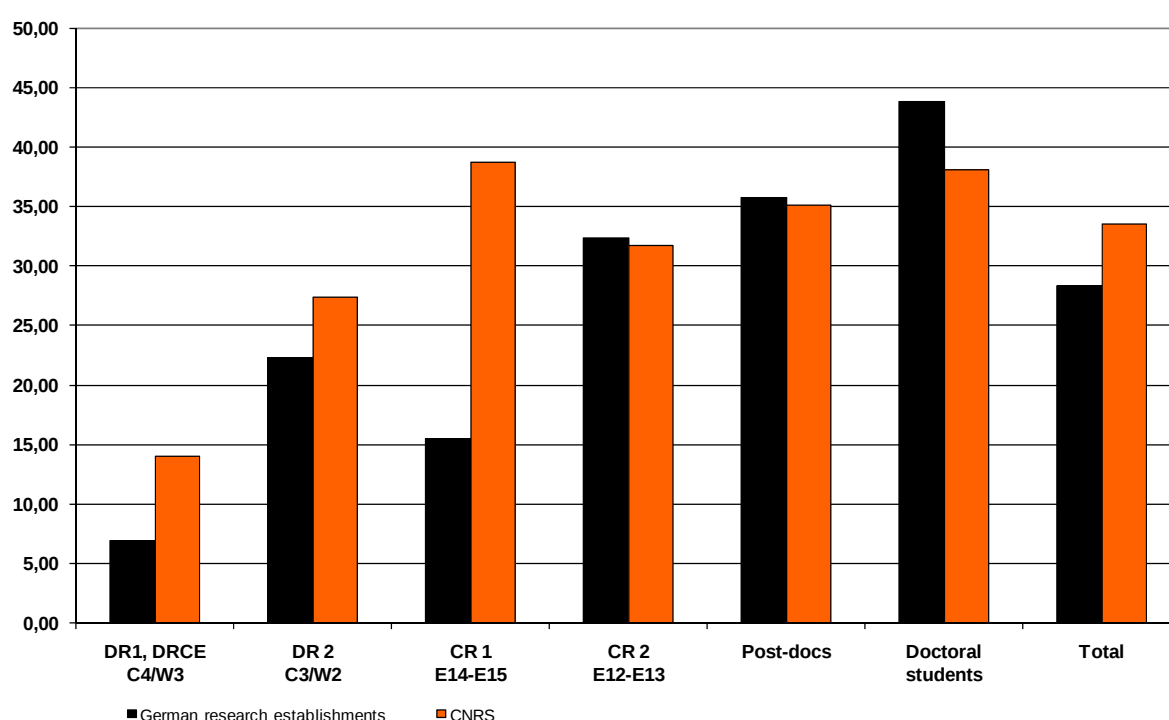
At the CNRS, the proportion of women on the scientific staff (including doctoral and post-doctoral students) is 34% and therefore 6 percentage points higher than at German research establishments (cf. **Figure 14**). The proportion of women excluding doctoral and post-doctoral students at the CNRS is 32%, whereas the proportion at German research establishments is 10 percentage points lower at 22%. The proportion of women, especially in more senior positions (CR1 and DR), at the CNRS is therefore significantly higher than in German establishments. The low proportion of women in leadership positions below professorship level (E14-E15) in

²⁸ For more information on positions and careers at the CNRS, cf. CNRS, Direction des Ressources humaines, Research careers at the CNRS (URL: <http://www.dgdr.cnrs.fr/drhchercheurs/concoursch/chercheur/default-en.htm>, added on 5 July 2010).

Germany is particularly striking when compared with France. At the CRNS, the proportion of women in CR1 posts is 39% – twice as high as in comparable posts at German research establishments. However, the figures for the proportions of female post-doctoral students and women at the first level after a doctorate almost redress this imbalance. The proportion of female doctoral students in Germany is as much as 6 percentage points higher.

These differences – lower proportions of female doctoral students, higher proportions of women in more senior positions – mean that female researchers at the CNRS have better opportunities for advancement than their German colleagues. The Glass Ceiling Index (cf. p. 29) for the CNRS was 0.37 in 2008, while for the German research establishments it was 0.16.

Figure 14 Proportion of women on the scientific staff at German research establishments and at the Centre national de la recherche scientifique (CNRS), 2008



Source: GWK, Bilan Social 2008 of the CNRS (CNRS 2008)

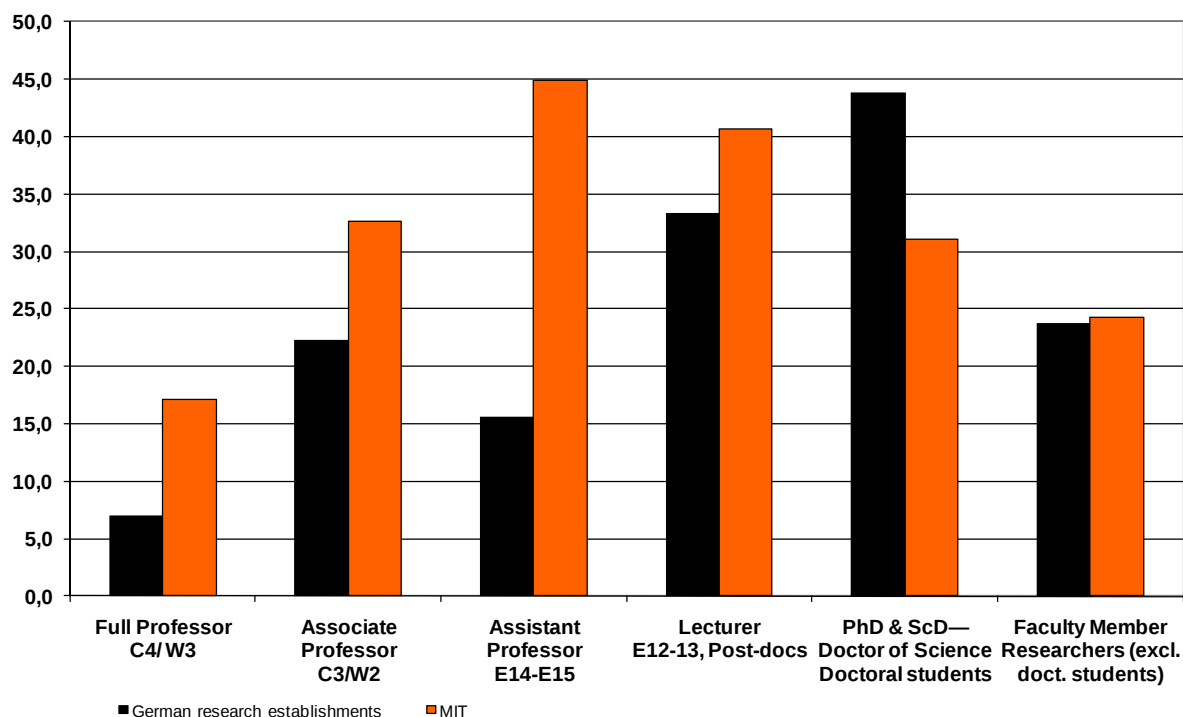
Compared to German research establishments and higher education institutions, US research universities have a much higher proportion of scientific staff who hold the post of Full Professor. At German research establishments, only 3.2% of all researchers hold W3/C4 professorships and less than 2% W2/C3 professorships, whereas at the MIT almost two thirds of the scientific staff are Full Professors and a further 19% are Associate Professors. **Table 3** shows this different distribution by comparing the positions at the MIT with comparable posts at German research establishments.

Table 3 Positions of researchers at the MIT with equivalent positions at German research establishments

MIT	Proportion of researchers	German re- search estab- lishments	Proportion of researchers
Instructor	3.9%	E12-E13	38.6%
Assistant Professor	12.0%	E14-E15	56.5%
Associate Professor	18.8%	C3/W2	1.7%
Full Professor	65.2%	W3/C4	3.2%

The overall proportion of women on the scientific staff at the MIT is just under 25%, which is just as high as at German research establishments (cf. **Figure 15**). In more senior posts in particular, however, the MIT has significantly more women than German research establishments. While 17% of the Full Professors at the MIT are women, women hold only 7% of the most senior positions (C4/W3) at German research establishments. 44 out 98 Assistant Professors at the MIT are women, making the proportion of women in these posts almost 45%. A further noteworthy statistic at the MIT is the relatively low proportion of female doctoral candidates. At 31%, the proportion of women awarded doctorates is lower than the proportion of female Assistant Professors or Associate Professors. At German research establishments, however, the proportion of female doctoral students is much greater than the proportion of women at the higher qualification levels.

Figure 15 Proportion of women on the scientific staff at German research establishments and at the Massachusetts Institute of Technology (MIT), 2008



Source: GWK, AAUP (AAUP 2009), MIT written report (8 July 2010, doctorates)

Because of the low proportion of women awarded doctorates, the Glass Ceiling Index for the MIT is 0.55, and for the German research establishments 0.15. This confirms that in an international comparison too, German research establishments are less successful in advancing women to leadership positions, despite the potential of their existing younger generation of female scientists.

1.7 SUMMARY

The lower proportion of female scientific staff compared to the higher education institutions can partly be put down to the subject profile at non-academic research establishments, since these establishments employ primarily researchers in natural science and technical fields. The Glass Ceiling Index, which is used to measure women's opportunities for advancement by comparing the most senior and the most junior positions (doctoral and post-doctoral students), demonstrates however – through comparison with other research organisations, higher education institutions, and research organisations in other countries – that the orientation towards natural sciences and technical fields does not adequately explain the gender inequality at German research establishments. The female doctoral students and post-doctoral students at the research establishments offer sufficient potential for a new generation of female scientists. However, German research establishments are less successful than higher education institutions and international research establishments like the CNRS and the MIT in promoting women to leadership positions.

At the research establishments, the proportion of women on the scientific staff has increased significantly over the last five years by nearly 6 percentage points, and the proportion of women in leadership positions by nearly 5 percentage points. However, there are marked differences between the various research organisations. Thanks in part to its W2 Minerva program to promote outstanding female scientists, the Max Planck Society has succeeded in increasing the proportion of women in leadership positions to its current, above-average figure of nearly 20%, and has therefore achieved the target it set itself of increasing its proportion of female scientists by an average of one percentage point per year between 2005 and 2010. The Leibniz Association has achieved an above-average increase in the proportion of women on its scientific staff to over 40%, yet its proportion of women in leadership positions has increased at a below-average rate of 3 percentage points over the past five years. The Helmholtz Association has seen an average increase for both scientific staff and leadership positions, with the positive development of an increasingly dynamic increase in the proportion of women in leadership positions. At the Fraunhofer Society, however, the proportion of women on the scientific staff has increased only minimally between 1999 and 2009 to its present figure of just under 18%. The proportion of women in leadership positions has remained stagnant at 2.4% since 1992.

The developments described above indicate that only the Leibniz Association will achieve the "Offensive for Equal Opportunities" target of increasing the proportion of women on its scientific staff significantly in 5 years. At 41% in 2009, the proportion of women on the scientific

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staff was already more than 5 percentage points higher than in 2006. For leadership positions, only the MPG will achieve the Offensive's target and its own pledge. In 2009, this establishment already exceeded the value set to be achieved by 2011. At the FhG, it is imperative to first set in motion an initiative to increase the proportion of women. The HGF might be able to achieve the targets by increasing its efforts over the time remaining.

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Part III

Appendix with Comprehensive Statistics

on

Equal Opportunities in Science and Research
Fourteenth Update of the Data (2008/2009)
on Women in Higher Education Institutions
and Non-academic Research Establishments

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

		Average 1992-1996 ⁴⁾				Average 1997-2001 ⁴⁾				Average 2002-2006 ⁴⁾			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
School leavers meeting entrance requirements for HE ¹⁾		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 undergraduates		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.1.1

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).

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "allgemeine Hochschulreife" (secondary school completion leading to university qualification from non-specialist school), or "Fachhochschulreife, fachgebundene 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.

Proportion of women in education and research, 2002 to 2005

		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	male	female		Total	male	female		Total	male	female		Total	male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
School leavers meeting entrance requirements for HE ¹⁾		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 undergraduates		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.1.2

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), "allgemeine Hochschulreife" (secondary school completion leading to university qualification from non-specialist school), or "Fachhochschulreife, fachgebundene 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".

Source: German Federal Statistical Office

Proportion of women in education and research, 2006 to 2008

		2006				2007				2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
School leavers meeting entrance requirements for HE ¹⁾		415.008	196.421	218.587	52,7%	434.181	202.601	231.580	53,3%	442.091	205.829	236.262	53,4%
First-year students		344.822	174.438	170.384	49,4%	361.360	181.359	180.001	49,8%	396.610	199.694	196.916	49,6%
Returning undergraduates		1.979.043	1.032.063	946.980	47,9%	1.941.405	1.014.761	926.644	47,7%	2.025.307	1.057.806	967.501	47,8%
Final degrees (all HE institutions) ²⁾		234.162	114.184	119.978	51,2%	256.120	124.595	131.525	51,4%	277.897	133.977	143.920	51,8%
Of which	Final degrees (universities and art colleges) ³⁾	142.989	62.517	80.472	56,3%	158.219	68.855	89.364	56,5%	167.315	72.250	95.065	56,8%
Doctorates		24.287	14.360	9.927	40,9%	23.843	13.775	10.068	42,2%	25.190	14.632	10.558	41,9%
Scientific/artistic staff, lecturers, and assistants		124.698	80.396	44.302	35,5%	129.702	82.021	47.681	36,8%	138.359	85.479	52.880	38,2%
Habitations		1.993	1.551	442	22,2%	1.881	1.424	457	24,3%	1.800	1.378	422	23,4%
Professorships		37.694	31.959	5.735	15,2%	38.020	31.847	6.173	16,2%	38.564	31.839	6.725	17,4%
Of which	C2	7.315	5.915	1.400	19,1%	7.221	5.736	1.485	20,6%	6.991	5.515	1.476	21,1%
	W1	782	536	246	31,5%	802	533	269	33,5%	897	578	319	35,6%
	C3	14.124	12.112	2.012	14,2%	13.081	11.176	1.905	14,6%	11.783	10.031	1.752	14,9%
	W2	3.002	2.293	709	23,6%	4.269	3.264	1.005	23,5%	6.025	4.553	1.472	24,4%
	C3 and W2 combined	17.126	14.405	2.721	15,9%	17.350	14.440	2.910	16,8%	17.808	14.584	3.224	18,1%
	C4	10.626	9.578	1.048	9,9%	9.777	8.801	976	10,0%	8.723	7.822	901	10,3%
	W3	1.845	1.525	320	17,3%	2.870	2.337	533	18,6%	4.145	3.340	805	19,4%
	C4 and W3 combined	12.471	11.103	1.368	11,0%	12.647	11.138	1.509	11,9%	12.868	11.162	1.706	13,3%

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), "allgemeine Hochschulreife" (secondary school completion leading to university qualification from non-specialist school), or "Fachhochschulreife, fachgebundene 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".

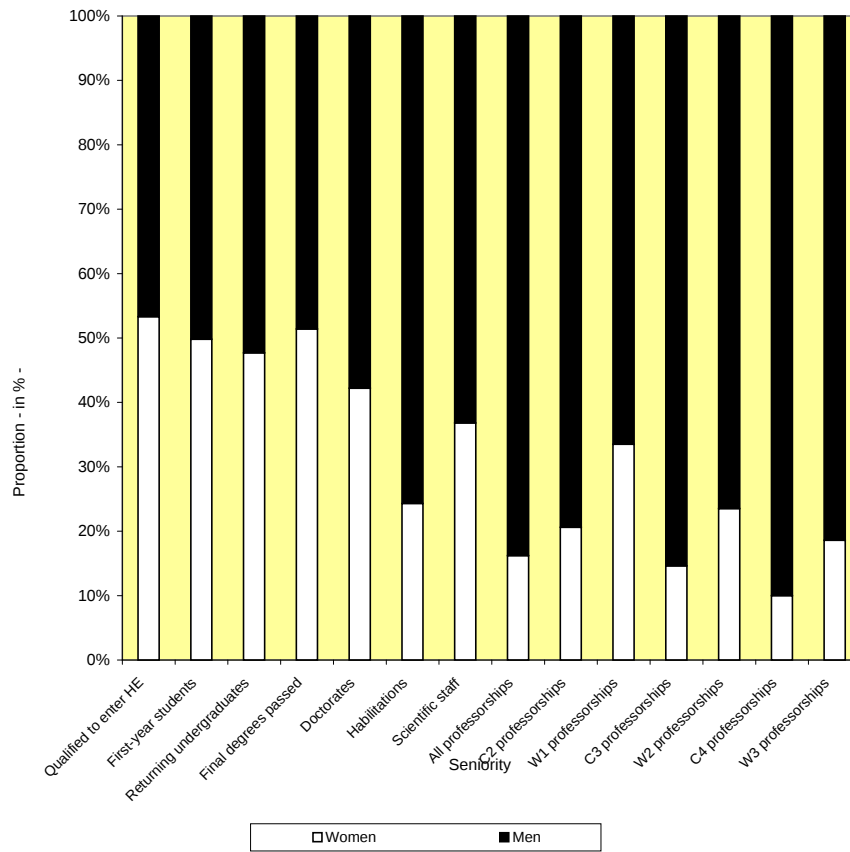
3) Final examinations at higher education institutions entitled to confer doctorates, excluding "university of applied sciences degrees", "doctorates", "arts degrees", and "alternative qualifications".

Source: German Federal Statistical Office

Table 1.1.3

Chart 1.1.4

Proportion of women in education and research, 2008 - All HE institutions -



Proportion of women in education and research, all HE institutions
Averages 1992-1996, 1997-2001, 2002-2006
Languages and humanities

Languages and humanities		Average 1992-1996 ⁴⁾				Average 1997-2001 ⁴⁾				Average 2002-2006 ⁴⁾			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		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 undergraduates ¹⁾		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.2.1

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 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
Languages and humanities

Languages and humanities		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	male	female		Total	male	female		Total	male	female		Total	male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
First-year students ¹⁾		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 undergraduates ¹⁾		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.2.2

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 to 2008, all HE institutions
Languages and humanities

Languages and humanities		2006				2007				2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		67.844	18.253	49.591	73,1%	68.386	17.754	50.632	74,0%	67.504	17.247	50.257	74,5%
Returning undergraduates ¹⁾		419.540	125.580	293.960	70,1%	405.526	121.483	284.043	70,0%	396.557	117.322	279.235	70,4%
Final degrees (all HE institutions) ²⁾		43.201	9.993	33.208	76,9%	47.615	10.962	36.653	77,0%	54.676	12.600	42.076	77,0%
Of which	Final degrees (universities and art colleges) ³⁾	41.090	9.380	31.710	77,2%	44.776	10.166	34.610	77,3%	49.371	11.245	38.126	77,2%
Doctorates		2.596	1.235	1.361	52,4%	2.694	1.290	1.404	52,1%	2.679	1.244	1.435	53,6%
Scientific/artistic staff, lecturers, and assistants		11.981	5.969	6.012	50,2%	12.531	6.100	6.431	51,3%	13.481	6.206	7.275	54,0%
Habitations		374	232	142	38,0%	354	220	134	37,9%	343	224	119	34,7%
Professorships		5.561	4.096	1.465	26,3%	5.710	4.104	1.606	28,1%	5.587	3.867	1.720	30,8%
Of which	C2	540	374	166	30,7%	608	404	204	33,6%	572	351	221	38,6%
	W1	181	94	87	48,1%	190	101	89	46,8%	202	107	95	47,0%
	C3	1.630	1.147	483	29,6%	1.504	1.050	454	30,2%	1.272	877	395	31,1%
	W2	442	271	171	38,7%	581	341	240	41,3%	739	401	338	45,7%
	C3 and W2 combined	2.072	1.418	654	31,6%	2.085	1.391	694	33,3%	2.011	1.278	733	36,4%
	C4	2.303	1.893	410	17,8%	2.124	1.740	384	18,1%	1.862	1.496	366	19,7%
	W3	465	317	148	31,8%	703	468	235	33,4%	940	635	305	32,4%
	C4 and W3 combined	2.768	2.210	558	20,2%	2.827	2.208	619	21,9%	2.802	2.131	671	23,9%

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

Table 1.2.3

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

Mathematics/natural sciences		Average 2002-2006 ⁴⁾			
		Total	Of which...		Prop. women - in % -
			male	female	
(1)		(2)	(3)	(4)	(5)
First-year students ¹⁾		64.197	38.712	25.485	39,7%
Returning undergraduates ¹⁾		352.619	225.111	127.508	36,2%
Final degrees (all HE institutions) ²⁾		28.577	17.158	11.419	40,0%
Of which	Final degrees (universities and art colleges) ³⁾	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%
Of which	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-W3 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 1.3.1

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	male	female		Total	male	female		Total	male	female		Total	male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
First-year students ¹⁾		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 undergraduates ¹⁾		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.3.2

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 to 2008, all HE institutions
Mathematics/natural sciences

Mathematics/natural sciences		2006				2007				2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		61.821	36.553	25.268	40,9%	62.994	37.265	25.729	40,8%	65.950	39.262	26.688	40,5%
Returning undergraduates ¹⁾		358.541	226.942	131.599	36,7%	350.578	221.561	129.017	36,8%	361.242	227.621	133.621	37,0%
Final degrees (all HE institutions) ²⁾		36.304	21.781	14.523	40,0%	40.918	24.594	16.324	39,9%	46.208	27.451	18.757	40,6%
Of which	Final degrees (universities and art colleges) ³⁾	26.910	14.583	12.327	45,8%	30.739	16.663	14.076	45,8%	34.527	18.822	15.705	45,5%
Doctorates		6.658	4.278	2.380	35,7%	6.863	4.317	2.546	37,1%	7.303	4.570	2.733	37,4%
Scientific/artistic staff, lecturers, and assistants		30.625	22.394	8.231	26,9%	31.557	22.666	8.891	28,2%	33.518	23.151	10.367	30,9%
Habitations		377	306	71	18,8%	376	314	62	16,5%	330	282	48	14,5%
Professorships		7.818	7.043	775	9,9%	7.849	7.013	836	10,7%	8.042	7.094	948	11,8%
Of which	C2	1.051	927	124	11,8%	990	849	141	14,2%	916	786	130	14,2%
	W1	270	215	55	20,4%	256	202	54	21,1%	283	198	85	30,0%
	C3	2.845	2.539	306	10,8%	2.660	2.366	294	11,1%	2.483	2.202	281	11,3%
	W2	568	487	81	14,3%	802	686	116	14,5%	1.140	960	180	15,8%
	C3 and W2 combined	3.413	3.026	387	11,3%	3.462	3.052	410	11,8%	3.623	3.162	461	12,7%
	C4	2.624	2.465	159	6,1%	2.423	2.279	144	5,9%	2.204	2.071	133	6,0%
	W3	460	410	50	10,9%	718	631	87	12,1%	1.016	877	139	13,7%
	C4 and W3 combined	3.084	2.875	209	6,8%	3.141	2.910	231	7,4%	3.220	2.948	272	8,4%

Table 1.3.3

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

Engineering		Average 1992-1996 ⁴⁾				Average 1997-2001 ⁴⁾				Average 2002-2006 ⁴⁾			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		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 undergraduates ¹⁾		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.4.1

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 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

Engineering		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	male	female		Total	male	female		Total	male	female		Total	male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
First-year students ¹⁾		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 undergraduates ¹⁾		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) ²⁾		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) ³⁾	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%
Habitations		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%
Of which	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%

Table 1.4.2

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 to 2008, all HE institutions
Engineering

Engineering		2006				2007				2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		62.827	49.719	13.108	20,9%	68.406	53.517	14.889	21,8%	77.972	60.703	17.269	22,1%
Returning undergraduates ¹⁾		321.899	256.694	65.205	20,3%	322.551	257.418	65.133	20,2%	343.865	274.086	69.779	20,3%
Final degrees (all HE institutions) ²⁾		38.411	29.703	8.708	22,7%	41.595	32.114	9.481	22,8%	46.025	35.457	10.568	23,0%
Of which	Final degrees (universities and art colleges) ³⁾	13.133	9.887	3.246	24,7%	13.781	10.403	3.378	24,5%	14.509	10.796	3.713	25,6%
Doctorates		2.206	1.907	299	13,6%	2.247	1.969	278	12,4%	2.541	2.178	363	14,3%
Scientific/artistic staff, lecturers, and assistants		17.499	14.298	3.201	18,3%	18.143	14.725	3.418	18,8%	19.407	15.599	3.808	19,6%
Habitations		67	62	5	7,5%	66	52	14	21,2%	71	58	13	18,3%
Professorships		8.063	7.492	571	7,1%	8.000	7.394	606	7,6%	7.908	7.263	645	8,2%
Of which	C2	2.016	1.812	204	10,1%	1.870	1.664	206	11,0%	1.661	1.472	189	11,4%
	W1	62	49	13	21,0%	61	49	12	19,7%	68	51	17	25,0%
	C3	3.820	3.616	204	5,3%	3.549	3.348	201	5,7%	3.198	3.015	183	5,7%
	W2	681	600	81	11,9%	1.030	917	113	11,0%	1.460	1.297	163	11,2%
	C3 and W2 combined	4.501	4.216	285	6,3%	4.579	4.265	314	6,9%	4.658	4.312	346	7,4%
	C4	1.306	1.250	56	4,3%	1.204	1.152	52	4,3%	1.077	1.032	45	4,2%
	W3	178	165	13	7,3%	286	264	22	7,7%	444	396	48	10,8%
	C4 and W3 combined	1.484	1.415	69	4,6%	1.490	1.416	74	5,0%	1.521	1.428	93	6,1%

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 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
Human medicine/health sciences

Human medicine/health sciences		Average 1992-1996 ⁴⁾				Average 1997-2001 ⁴⁾				Average 2002-2006 ⁴⁾			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
First-year students ¹⁾		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 undergraduates ⁴⁾		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) ²⁾		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%
Of which	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 1.5.1

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

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	male	female		Total	male	female		Total	male	female		Total	male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
First-year students ¹⁾	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 undergraduates ¹⁾	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) ²⁾	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%	
Habitations	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%	
Of which	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	1.305	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	1.368	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

Table 1.5.2

Proportion of women in education and research, 2006 to 2008, all HE institutions
Human medicine/health sciences

Human medicine/health sciences		2006				2007				2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
First-year students ¹⁾		15.965	5.538	10.427	65,3%	16.052	5.391	10.661	66,4%	18.244	5.995	12.249	67,1%
Returning undergraduates ¹⁾		111.202	42.285	68.917	62,0%	110.415	41.237	69.178	62,7%	116.237	42.651	73.586	63,3%
Final degrees (all HE institutions) ²⁾		12.739	5.071	7.668	60,2%	13.941	5.350	8.591	61,6%	14.944	5.471	9.473	63,4%
Of which	Final degrees (universities and art colleges) ³⁾	11.072	4.624	6.448	58,2%	12.047	4.854	7.193	59,7%	12.520	4.869	7.651	61,1%
Doctorates		7.560	3.732	3.828	50,6%	7.222	3.429	3.793	52,5%	7.352	3.420	3.932	53,5%
Scientific/artistic staff, lecturers, and assistants		40.660	23.190	17.470	43,0%	42.265	23.532	18.733	44,3%	44.447	23.940	20.507	46,1%
Habitations		894	737	157	17,6%	846	666	180	21,3%	811	633	178	21,9%
Professorships		3.245	2.863	382	11,8%	3.245	2.846	399	12,3%	3.189	2.784	405	12,7%
Of which	C2	369	294	75	20,3%	381	296	85	22,3%	434	362	72	16,6%
	W1	80	56	24	30,0%	73	43	30	41,1%	80	55	25	31,3%
	C3	1.201	1.051	150	12,5%	1.107	974	133	12,0%	904	798	106	11,7%
	W2	197	153	44	22,3%	268	217	51	19,0%	383	311	72	18,8%
	C3 and W2 combined	1.398	1.204	194	13,9%	1.375	1.191	184	13,4%	1.287	1.109	178	13,8%
	C4	1.290	1.213	77	6,0%	1.200	1.126	74	6,2%	1.006	938	68	6,8%
	W3	108	96	12	11,1%	216	190	26	12,0%	382	320	62	16,2%
	C4 and W3 combined	1.398	1.309	89	6,4%	1.416	1.316	100	7,1%	1.388	1.258	130	9,4%

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 1.5.3

Proportion of women in education and research, 2007 and 2008, all HE institutions
MINT subjects (mathematics, natural sciences, and engineering subject group)

MINT		MINT 2007				MINT 2008			
		Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
First-year students ¹⁾		131.400	90.782	40.618	30,9%	143.922	99.965	43.957	30,5%
Returning undergraduates ¹⁾		673.129	478.979	194.150	28,8%	705.107	501.707	203.400	28,8%
Final degrees (all HE institutions) ²⁾		82.513	56.708	25.805	31,3%	92.233	62.908	29.325	31,8%
Of which	Final degrees (universities and art colleges) ³⁾	44.520	27.066	17.454	39,2%	49.036	29.618	19.418	39,6%
Doctorates		9.110	6.286	2.824	31,0%	9.844	6.748	3.096	31,5%
Scientific/artistic staff, lecturers, and assistants		49.700	37.391	12.309	24,8%	52.925	38.750	14.175	26,8%
Habilitation		442	366	76	17,2%	401	340	61	15,2%
Professorships		15.849	14.407	1.442	9,1%	15.950	14.357	1.593	10,0%
Of which	C2	2.860	2.513	347	12,1%	2.577	2.258	319	12,4%
	W1	317	251	66	20,8%	351	249	102	29,1%
	C3	6.209	5.714	495	8,0%	5.681	5.217	464	8,2%
	W2	1.832	1.603	229	12,5%	2.600	2.257	343	13,2%
	C3 and W2 combined	8.041	7.317	724	9,0%	8.281	7.474	807	9,7%
	C4	3.627	3.431	196	5,4%	3.281	3.103	178	5,4%
	W3	1.004	895	109	10,9%	1.460	1.273	187	12,8%
	C4 and W3 combined	4.631	4.326	305	6,6%	4.741	4.376	365	7,7%

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".

Source: German Federal Statistical Office

Table 1.6

2. All doctorates and doctorates awarded to women

- 2.1 Grouped by federal state, 1992 to 2008
- 2.2 Grouped by subject group, 1992 to 2008

Table 2.1

All doctorates and doctorates awarded to women, grouped by federal state, 1992 to 2008

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)
1992	21.438	3.867	3.371	1.405	24	111	810	1.924	117	2.031	4.774	913	339	716	224	570	242
1993	21.032	2.878	4.090	1.244	34	187	843	2.000	252	2.050	5.222	815	350	111	206	689	61
1994	22.404	3.380	4.198	1.432	22	189	670	1.983	231	2.187	5.590	996	227	805	182	192	120
1995	22.387	3.562	3.852	1.450	25	201	548	2.174	239	2.096	5.459	1.058	453	541	217	406	106
1996	22.849	3.881	3.962	1.402	61	251	616	2.075	301	2.183	5.270	990	325	571	196	660	105
Average 1992-1996	22.022	3.514	3.895	1.387	33	188	697	2.031	228	2.109	5.263	954	339	549	205	503	127
1997	24.174	4.297	3.949	1.716	77	249	697	2.028	314	2.163	5.346	1.048	326	704	280	689	291
1998	24.890	4.270	4.133	1.837	127	249	798	2.170	325	2.110	5.307	980	316	840	316	736	376
1999	24.545	3.766	3.975	2.008	138	264	734	2.211	360	2.179	5.300	982	333	833	434	675	353
2000	25.780	4.472	3.931	2.105	211	266	875	2.027	376	2.244	5.384	1.003	378	972	447	716	373
2001	24.796	4.271	3.676	2.213	208	250	847	1.972	401	2.152	5.063	971	331	988	459	611	383
Average 1997-2001	24.837	4.215	3.933	1.976	152	256	790	2.082	355	2.170	5.280	997	337	867	387	685	355
2002	23.838	3.745	3.577	2.013	200	245	1.047	1.790	365	1.984	5.023	947	325	1.004	474	629	470
2003	23.043	3.678	3.455	1.984	194	272	810	1.802	382	2.049	4.714	949	293	827	424	690	520
2004	23.138	3.841	3.641	1.628	226	238	968	1.841	349	2.059	4.537	905	329	971	441	685	479
2005	25.952	3.849	4.156	3.038	316	246	913	1.849	395	2.073	5.054	971	292	1.059	498	690	553
2006	24.287	3.793	3.778	2.011	284	272	974	1.985	379	2.029	4.926	961	267	1.090	361	654	523
Average 2002-2006	24.052	3.781	3.721	2.135	244	255	942	1.853	374	2.039	4.851	947	301	990	440	670	509
2007	23.843	3.969	3.810	1.910	323	338	645	1.935	408	1.755	4.721	952	313	1.073	505	643	543
2008	25.190	3.982	4.011	2.028	331	315	939	2.078	419	2.238	4.847	854	261	1.253	480	583	571
Total '92-'08	403.586	65.501	65.565	31.424	2.801	4.143	13.734	33.844	5.613	35.558	86.537	16.295	5.458	14.358	6.144	10.518	6.069
1992	6.186	1.083	963	392	12	24	239	579	43	600	1.347	263	107	170	75	188	101
1993	6.438	813	1.331	385	16	50	245	658	109	612	1.482	273	112	44	80	217	11
1994	6.989	962	1.347	488	10	48	222	633	95	681	1.668	312	61	293	69	69	31
1995	7.049	994	1.245	508	10	61	208	691	99	692	1.595	343	148	208	87	137	23
1996	7.104	1.119	1.260	481	17	73	222	651	130	700	1.505	290	134	205	74	217	26
Average 1992-1996	6.753	994	1.229	451	13	51	227	642	95	657	1.519	296	112	184	77	166	38
1997	7.770	1.308	1.305	600	14	71	239	707	113	710	1.553	331	107	275	87	256	94
1998	8.228	1.358	1.370	702	40	82	283	721	122	675	1.611	306	113	308	103	289	145
1999	8.186	1.115	1.397	776	39	78	278	759	130	712	1.675	318	104	279	153	249	124
2000	8.852	1.456	1.349	804	59	76	346	715	156	786	1.709	373	139	300	146	298	140
2001	8.752	1.424	1.272	866	61	78	323	737	158	772	1.659	336	123	380	181	225	157
Average 1997-2001	8.358	1.332	1.339	750	43	77	294	728	136	731	1.641	333	117	308	134	263	132
2002	8.672	1.250	1.295	850	73	74	408	682	149	753	1.689	344	98	376	196	255	180
2003	8.724	1.302	1.363	872	57	90	339	738	152	771	1.612	348	106	306	166	304	198
2004	9.030	1.500	1.400	692	65	87	402	705	160	840	1.636	375	122	360	177	298	211
2005	10.272	1.413	1.649	1.337	112	104	386	725	159	831	1.918	375	130	392	185	317	239
2006	9.927	1.466	1.535	919	101	112	464	811	167	860	1.857	366	92	481	157	291	248
Average 2002-2006	9.325	1.386	1.448	934	82	93	400	732	157	811	1.742	362	110	383	176	293	215
2007	10.068	1.576	1.570	905	141	139	298	788	205	767	1.877	414	117	455	208	338	270
2008	10.558	1.652	1.719	932	140	123	416	864	192	925	1.899	361	94	505	202	286	248
Total '92-'08	142.805	21.791	23.370	12.509	967	1.370	5.318	12.164	2.339	12.687	28.292	5.728	1.907	5.337	2.346	4.234	2.446
1992	28,9	28,0	28,6	27,9	50,0	21,6	29,5	30,1	36,8	29,5	28,2	28,8	31,6	23,7	33,5	33,0	41,7
1993	30,6	28,2	32,5	30,9	47,1	26,7	29,1	32,9	43,3	29,9	28,4	33,5	32,0	39,6	38,8	31,5	18,0
1994	38,8	28,5	32,1	34,1	45,5	25,4	33,1	31,9	41,1	31,1	29,8	31,3	26,9	36,4	37,9	35,9	25,8
1995	31,5	27,9	32,3	35,0	40,0	30,3	38,0	31,8	41,4	33,0	29,2	32,4	32,7	38,4	40,1	33,7	21,7
1996	31,1	28,8	31,8	34,3	27,9	29,1	36,0	31,4	43,2	32,1	28,6	29,3	41,2	35,9	37,8	32,9	24,8
Average 1992-1996	30,7	28,3	31,6	32,5	39,2	27,3	32,6	31,6	41,8	31,1	28,9	31,0	33,2	33,5	37,6	32,9	30,3
1997	32,1	30,4	33,0	35,0	18,2	28,5	34,3	34,9	36,0	32,8	29,0	31,6	32,8	39,1	31,1	37,2	32,3
1998	33,1	31,8	33,1	38,2	31,5	32,9	35,5	33,2	37,5	32,0	30,4	31,2	35,8	36,7	32,6	39,3	38,6
1999	33,4	29,6	35,1	38,6	28,3	29,5	37,9	34,3	36,1	32,7	31,6	32,4	31,2	33,5	35,3	36,9	35,1
2000	34,3	32,6	34,3	38,2	28,0	28,6	39,5	35,3	41,5	35,0	31,7	37,2	36,8	30,9	32,7	41,6	37,5
2001	35,3	33,3	34,6	39,1	29,3	31,2	38,1	37,4	39,4	35,9	32,8	34,6	37,2	38,5	39,4	36,8	41,0
Average 1997-2001	33,6	31,6	34,0	37,9	28,0	30,1	37,2	35,0	38,2	33,7	31,1	33,4	34,8	35,6	34,6	38,4	37,2
2002	36,4	33,4	36,2	42,2	36,5	30,2	39,0	38,1	40,8	38,0	33,6	36,3	30,2	37,5	41,4	40,5	38,3
2003	37,9	35,4	39,5	44,0	29,4	33,1	41,9	41,0	39,8	37,6	34,2	36,7	36,2	37,0	39,2	44,1	38,1
2004	39,0	39,1	38,5	42,5	28,8	36,6	41,5	38,3	45,8	40,8	36,1	41,4	37,1	37,1	40,1	43,5	44,1
2005	39,6	36,7	39,7	44,0	35,4	42,3	42,3	39,2	40,3	40,1	38,0	38,6	44,5	37,0	37,1	45,9	43,2
2006	40,9	38,7	40,6	45,7	35,6	41,2	47,6	40,9	44,1	42,4	37,7	38,1	34,5	44,1	43,5	44,5	47,4
Average 2002-2006	38,8	36,7	38,9	43,8	33,4	36,7	42,4	39,5	42,1	39,8	35,9	38,2	36,4	38,7	40,1	43,8	42,3
2007	42,2	39,7	41,2	47,4	43,7	41,1	46,2	40,7	50,2	43,7	39,8	43,5	37,4	42,4	41,2	52,6	49,7
2008	41,9	41,5	42,9	46,0	42,3	39,0	44,3	41,6	45,8	41,3	39,2	42,3	36,0	40,3	42,1	49,1	43,4
Total '92-'08	35,4	33,3	35,6	39,8	34,5	33,1	38,7	35,9	41,7	35,7	32,7	35,2	34,9	37,2	38,2	40,3	40,3

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

Table 2.2

All doctorates and doctorates awarded to women, grouped by subject group, 1992 to 2008

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	Unclassified subject area
(1)	(2)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
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
2008	25.190	2.679	110	3.769	7.303	7.352	476	535	2.541	323	102
Total '92-'08	403.586	40.090	1.274	51.695	117.230	131.278	9.485	8.987	37.905	5.083	559
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
2008	10.558	1.435	41	1.238	2.733	3.932	387	214	363	202	13
Total '92-'08	142.805	18.634	399	14.623	33.799	59.147	6.236	3.137	3.691	2.972	167
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
2008	41,9	53,6	37,3	32,8	37,4	53,5	81,3	40,0	14,3	62,5	12,7
Total '92-'08	35,4	46,5	31,3	28,3	28,8	45,1	65,7	34,9	9,7	58,5	29,9

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 2008
- 3.2 Grouped by subject group, 1992 to 2008

Table 3.1

All habilitations and habilitations awarded to women, grouped by federal state, 1992 to 2008

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)
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
2008	1.800	296	305	153	22	22	58	142	29	115	326	67	30	98	46	49	42
Total '92-'08	31.727	5.249	5.433	2.731	320	394	1.112	2.456	458	2.565	6.172	1.095	445	1.125	605	986	581
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
2008	422	72	69	46	9	6	12	34	10	28	78	7	4	22	13	7	5
Total '92-'08	5.499	846	876	599	76	102	242	441	72	495	993	186	68	161	104	138	100
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
2008	23,4	24,3	22,6	30,1	40,9	27,3	20,7	23,9	34,5	24,3	23,9	10,4	13,3	22,4	28,3	14,3	11,9
Total '92-'08	17,3	16,1	16,1	21,9	23,8	25,9	21,8	18,0	15,7	19,3	16,1	17,0	15,3	14,3	17,2	14,0	17,2

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 2008

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)
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
2008	1.800	343	9	176	330	811	7	27	71	26
Total '92-'08	31.727	6.275	195	3.155	7.615	11.982	300	581	1.165	459
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
2008	422	119	4	41	48	178	0	7	13	12
Total '92-'08	5.921	1.968	36	568	1.072	1.803	80	116	119	159
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
2008	23,4	34,7	44,4	23,3	14,5	21,9	0,0	25,9	18,3	46,2
Total '92-'08	18,7	31,4	18,5	18,0	14,1	15,0	26,7	20,0	10,2	34,6

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, 2002-2008
- 4.1.3 All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.4 Chart: Proportion of women holding C4/W3 professorships (1992 to 2008, all HE institutions)
- 4.1.5 Languages/humanities: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.6 Chart: Languages/humanities, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.7 Mathematics/natural sciences: All professorships and C4/W3 professorships, all types of HE institution, 2008
- 4.1.8 Chart: Mathematics/natural sciences, all professorships and C4/W3 professorships, all types of HE institution, 2008
- 4.1.9 Engineering: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.10 Chart: Engineering, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.11 Human medicine: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008
- 4.1.12 Chart: Human medicine, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2008

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 and 2008
- 4.2.7 Chart: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2008

Table 4.1.1

All professorships and women holding professorships, grouped by type of HE institution and seniority
Averages for 1992-1996 and 1997-2001, and for 2002-2006 (full-time)

Type of HE institution/pay grade	Average 1992-1996 ²				Average 1997-2001 ²				Average 2002-2006 ²			
	Profess.	Men		Women	Profess.	Men		Women	Profess.	Men		Women
	Total	Number	Number	Proportion - % -	Total	Number	Number	Proportion - % -	Total	Number	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
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 ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	291	259	16	5,6	28	28	0	0,0	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	85	77	8	9,4	13	12	1	10,4	-	-	-	-
All	36.666	33.906	2.760	7,5	37.745	33.959	3.785	10,0	37.966	32.817	5.148	13,6
C4 and equiv. pay grades	11.978	11.452	526	4,4	12.487	11.676	811	6,5	11.986	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 ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	288	272	16	5,6	28	28	0	0,0	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	83	75	8	9,7	13	11	2	14,9	-	-	-	-
All	24.625	22.767	1.858	7,5	24.114	21.773	2.341	9,7	23.626	20.474	3.153	13,3
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									683	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 ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	3	-	-	0,0	-	-	-	-	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	3	-	-	0,0	-	-	-	-	-	-	-	-
All	11.450	10.594	856	7,5	13.045	11.671	1.374	10,5	13.821	11.906	1.915	13,9
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 ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	-	-	-	-	-	-	-	-	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTVöD-E12 TVöD, AT	-	-	-	-	-	-	-	-	-	-	-	-
All	592	546	47	7,9	585	523	62	10,7	518	438	80	15,5

¹ Academic rank used in former GDR, not yet standardised.

² 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 of HE institution/pay grade	2002				2003				2004				2005				2006				2007			
	Profess.	Men	Women	Proportion - % -	Profess.	Men	Women	Proportion - % -	Profess.	Men	Women	Proportion - % -	Profess.	Men	Women	Proportion - % -	Profess.	Men	Women	Proportion - % -	Profess.	Men	Women	Proportion - % -
	Total	Number	Number		Total	Number	Number		Total	Number	Number		Total	Number	Number		Total	Number	Number		Total	Number	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)
C4 and equiv. pay grades	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	10.626	9.578	1.048	9,9	9.776	8.800	976	10,0
W3					4	2	2	50,0	87	73	14	16,1	738	623	115	15,6	1.845	1.525	320	17,3	2.870	2.337	533	18,6
C4/W3 combined					12.613	11.524	1.089	8,6	12.616	11.453	1.163	9,2	12.442	11.196	1.246	10,0	12.471	11.103	1.368	11,0	12.646	11.137	1.509	11,9
C3 and equiv. pay grades	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	14.124	12.112	2.012	14,2	13.081	11.176	1.905	14,6
W2					11	8	3	27,3	325	231	94	28,9	1.429	1.062	367	25,7	3.002	2.293	709	23,6	4.269	3.264	1.005	23,5
C3/W2 combined					16.706	14.531	2.175	13,0	17.151	14.717	2.434	14,2	17.012	14.462	2.550	15,0	17.126	14.405	2.721	15,9	17.350	14.440	2.910	16,8
C2 and equiv. pay grades - tenure -	7.468	6.263	1.205	16,1	7.044	5.847	1.197	17,0	6.977	5.785	1.192	17,1	6.657	5.483	1.174	17,6	6.248	5.084	1.164	18,6	6.045	4.880	1.165	19,3
C2 and equiv. pay grades - fixed-term -	1.124	877	247	22,0	1.171	901	270	23,1	1.288	980	308	23,9	1.137	874	263	23,1	1.067	831	236	22,1	1.176	856	320	27,2
C2 - tenure/fixed-term - combined					8.215	6.748	1.467	17,9	8.265	6.765	1.500	18,1	7.794	6.357	1.437	18,4	7.315	5.915	1.400	19,1	7.221	5.736	1.485	20,6
Junior professors, W1, AT	102	69	33	32,4	282	194	88	31,2	411	284	127	30,9	617	438	179	29,0	782	536	246	31,5	802	533	269	33,5
All	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	37.694	31.959	5.735	15,2	38.020	31.847	6.173	16,2
C4 and equiv. pay grades	12.518	11.512	1.006	8,0	12.592	11.506	1.086	8,6	12.511	11.363	1.148	9,2	11.691	10.561	1.130	9,7	10.616	9.569	1.047	9,9	9.768	8.793	975	10,0
W3					4	2	2	50,0	87	73	14	16,1	725	611	114	15,7	1.815	1.501	314	17,3	2.817	2.292	525	18,6
C4/W3 combined					12.596	11.508	1.088	8,6	12.598	11.436	1.162	9,2	12.416	11.172	1.244	10,0	12.431	11.070	1.361	10,9	12.585	11.085	1.500	11,9
C3 and equiv. pay grades	8.672	7.350	1.322	15,2	8.713	7.293	1.420	16,3	8.650	7.163	1.487	17,2	7.829	6.460	1.369	17,5	6.874	5.645	1.229	17,9	6.334	5.176	1.158	18,3
W2					11	8	3	27,3	78	53	25	32,1	664	480	184	27,7	1.417	1.073	344	24,3	1.822	1.369	453	24,9
C3/W2 combined					8.724	7.301	1.423	16,3	8.728	7.216	1.512	17,3	8.493	6.940	1.553	18,3	8.291	6.718	1.573	19,0	8.156	6.545	1.611	19,8
C2 and equiv. pay grades - tenure -	1.878	1.605	273	14,5	1.620	1.366	254	15,7	1.587	1.350	237	14,9	1.436	1.203	233	16,2	1.266	1.049	217	17,1	1.229	997	232	18,9
C2 and equiv. pay grades - fixed-term -	569	441	128	22,5	490	377	113	23,1	521	389	132	25,3	513	388	125	24,4	591	456	135	22,8	824	593	231	28,0
C2 - tenure/fixed-term - combined					2.110	1.743	367	17,4	2.108	1.739	369	17,5	1.949	1.591	358	18,4	1.857	1.505	352	19,0	2.053	1.590	463	22,6
Junior professors, W1, AT	102	69	33	32,4	282	194	88	31,2	411	284	127	30,9	617	438	179	29,0	782	536	246	31,5	802	533	269	33,5
All	23.739	20.977	2.762	11,6	23.712	20.746	2.966	12,5	23.845	20.675	3.170	13,3	23.475	20.141	3.334	14,2	23.361	19.829	3.532	15,1	23.596	19.753	3.843	16,3
C4 and equiv. pay grades	25	22	3	12,0	16	15	1	6,3	16	16	0	0,0	12	12	0	0,0	10	9	1	10,0	8	7	1	12,5
W3					-	-	-	-	-	-	-	-	13	12	1	7,7	29	23	6	20,7	52	44	8	15,4
C4/W3 combined					16	15	1	6,3	16	16	0	0,0	25	24	1	4,0	39	32	7	17,9	60	51	9	15,0
C3 and equiv. pay grades	7.642	6.968	674	8,8	7.661	6.938	723	9,4	7.861	7.037	824	10,5	7.446	6.664	782	10,5	6.962	6.213	749	10,8	6.492	5.775	717	11,0
W2					149	109	40	26,8	247	178	69	27,9	763	581	182	23,9	1.574	1.212	362	23,0	2.424	1.877	547	22,6
C3/W2 combined					7.810	7.047	763	9,8	8.108	7.215	893	11,0	8.209	7.245	964	11,7	8.536	7.425	1.111	13,0	8.916	7.652	1.264	14,2
C2 and equiv. pay grades - tenure -	5.379	4.486	893	16,6	5.211	4.318	893	17,1	5.181	4.281	900	17,4	5.036	4.145	891	17,7	4.806	3.903	903	18,8	4.655	3.763	892	19,2
C2 and equiv. pay grades - fixed-term -	548	430	118	21,5	672	517	155	23,1	760	587	173	22,8	619	484	135	21,8	468	370	98	20,9	346	259	87	25,1
C2 - tenure/fixed-term - combined					5.883	4.835	1.048	17,8	5.941	4.868	1.073	18,1	5.655	4.629	1.026	18,1	5.274	4.273	1.001	19,0	5.001	4.022	979	19,6
Junior professors, W1, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All	13.594	11.906	1.688	12,4	13.709	11.897	1.812	13,2	14.065	12.099	1.966	14,0	13.889	11.898	1.991	14,3	13.849	11.730	2.119	15,3	13.977	11.725	2.252	16,1
C4 and equiv. pay grades	6	5	1	16,7	1	1	0	0,0	2	1	1	50,0	1	0	1	100,0	-	-	-	-	1	-	-	-
W3					-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	1	1	0	-
C4/W3 combined					1	1	0	0,0	2	1	1	50,0	1	0	1	100,0	1	1	0	0,0	2	1	0	0,0
C3 and equiv. pay grades	304	283	21	6,9	321	292	29	9,0	315	286	29	9,2	308	276	32	10,4	288	254	34	11,8	255	225	30	11,8
W2					-	-	-	-	-	-	-	-	2	1	1	50,0	11	8	3	27,3	23	18	5	21,7
C3/W2 combined					321	292	29	9,0	315	286	29	9,2	310	277	33	10,6	299	262	37	12,4	278	243	35	12,6
C2 and equiv. pay grades - tenure -	211	172	39	18,5	213	163	50	23,5	209	154	55	26,3	185	135	50	27,0	176	132	44	25,0	161	120	41	25,5
C2 and equiv. pay grades - fixed-term -	7	6	1	14,3	9	7	2	22,2	7	4	3	42,9	5	2	3	60,0	8	5	3	37,5	6	4	2	33,3
C2 - tenure/fixed-term - combined					222	170	52	23,4	216	158	58	26,9	190	137	53	27,9	184	137	47	25,5	167	124	43	25,7
Junior professors, W1, AT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
All	528	466	62	11,7	544	463	81	14,9	533	445	88	16,5	501	414	87	17,4	484	400	84	17,4	447	368	78	17,4

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 in 2008 (full-time)

Type of HE institution/pay grade	2008			
	Profess.	Men	Women	
	Total	Number	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)
C4 and equiv. pay grades	8.723	7.822	901	10,3
W3	4.145	3.340	805	19,4
C4/W3 combined	12.868	11.162	1.706	13,3
C3 and equiv. pay grades	11.783	10.031	1.752	14,9
W2	6.025	4.553	1.472	24,4
C3/W2 combined	17.808	14.584	3.224	18,1
C2 and equiv. pay grades - tenure -	5.697	4.581	1.116	19,6
C2 and equiv. pay grades - fixed-term -	1.294	934	360	27,8
C2 - tenure/fixed-term - combined	6.991	5.515	1.476	21,1
Junior professors, W1, AT	897	578	319	35,6
All	38.564	31.839	6.725	17,4
C4 and equiv. pay grades	8.718	7.817	901	10,3
W3	4.051	3.257	794	19,6
C4/W3 combined	12.769	11.074	1.695	13,3
C3 and equiv. pay grades	5.620	4.574	1.046	18,6
W2	2.518	1.849	669	26,6
C3/W2 combined	8.138	6.423	1.715	21,1
C2 and equiv. pay grades - tenure -	1.190	959	231	19,4
C2 and equiv. pay grades - fixed-term -	926	653	273	29,5
C2 - tenure/fixed-term - combined	2.116	1.612	504	23,8
Junior professors, W1, AT	895	578	317	35,4
All	23.918	19.687	4.231	17,7
C4 and equiv. pay grades	4	4	0	0,0
W3	91	80	11	12,1
C4/W3 combined	95	84	11	11,6
C3 and equiv. pay grades	5.960	5.279	681	11,4
W2	3.460	2.666	794	22,9
C3/W2 combined	9.420	7.945	1.475	15,7
C2 and equiv. pay grades - tenure -	4.369	3.522	847	19,4
C2 and equiv. pay grades - fixed-term -	360	276	84	23,3
C2 - tenure/fixed-term - combined	4.729	3.798	931	19,7
Junior professors, W1, AT	2	0	2	100,0
All	14.246	11.827	2.419	17,0
C4 and equiv. pay grades	1	1	0	0,0
W3	3	3	0	0,0
C4/W3 combined	4	4	0	0,0
C3 and equiv. pay grades	203	178	25	12,3
W2	47	38	9	19,1
C3/W2 combined	250	216	34	13,6
C2 and equiv. pay grades - tenure -	138	100	38	27,5
C2 and equiv. pay grades - fixed-term -	8	5	3	37,5
C2 - tenure/fixed-term - combined	146	105	41	28,1
Junior professors, W1, AT	0	0	0	0,0
All	400	325	75	18,8

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 2008
 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
		male	female			male	female			male	female	
(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
		male	female			male	female			male	female	
(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
		male	female			male	female			male	female	
(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%

	2008			
	Total	Of which...		Prop. of women
		male	female	
(1)	(2)	(3)	(4)	(5)
All professorships	38.564	31.839	6.725	17,4%
Of which C4/W3 professorships	12.868	11.162	1.706	13,3%

Table 4.1.3

Rounding differences in average values.
 Source: German Federal Statistical Office

Overall proportion of women holding professorships

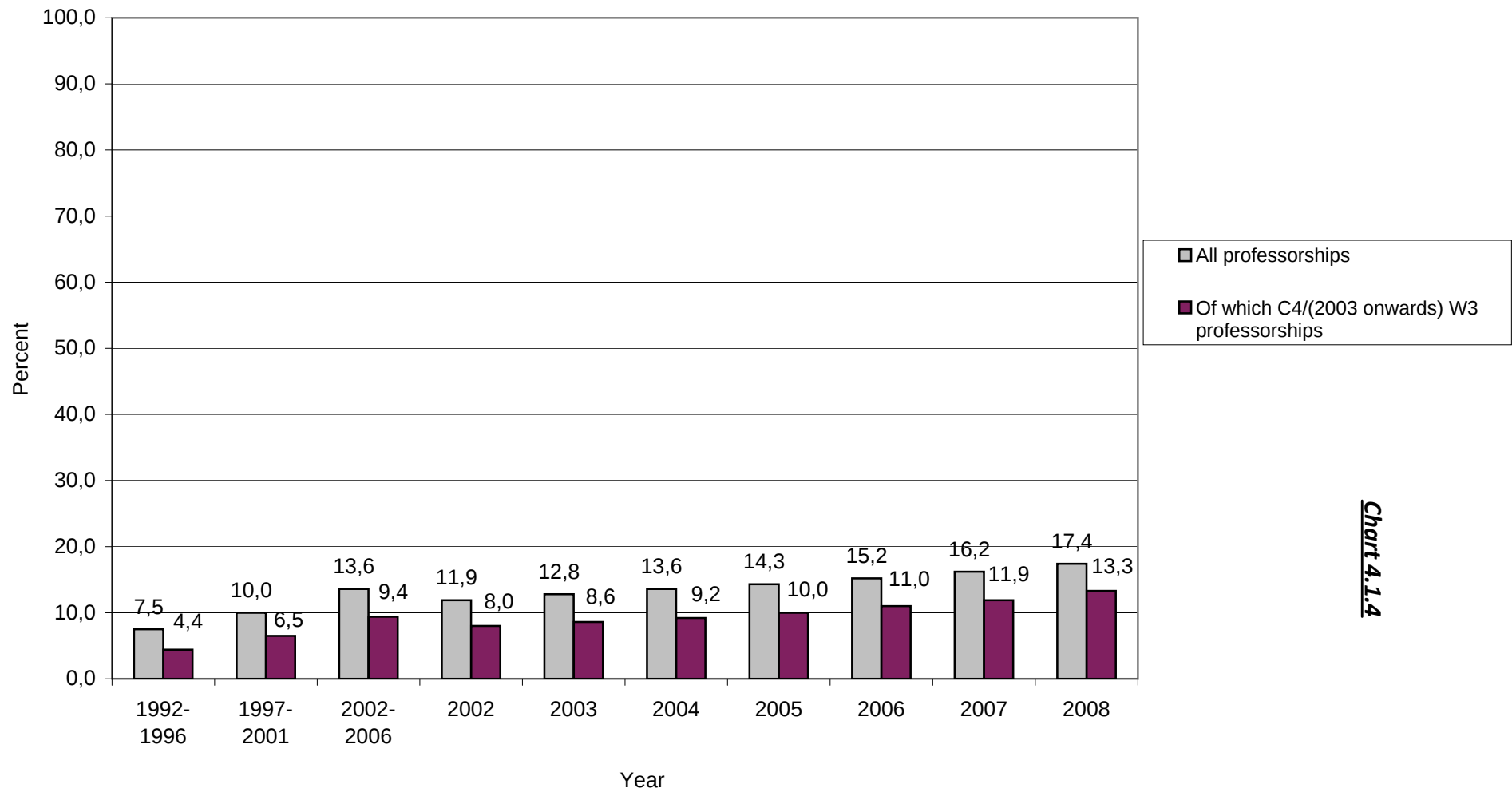


Chart 4.1.4

Table 4.1.5

Proportion of women in education and research, 1992 to 2008

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
		male	female			male	female			male	female	
(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/W3 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
		male	female			male	female			male	female	
(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
		male	female			male	female			male	female	
(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%

	2008			
	Total	Of which...		Prop. of women
		male	female	
(1)	(2)	(3)	(4)	(5)
All professorships	5.587	3.867	1.720	30,8%
Of which C4/W3 professorships	2.802	2.131	671	23,9%

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

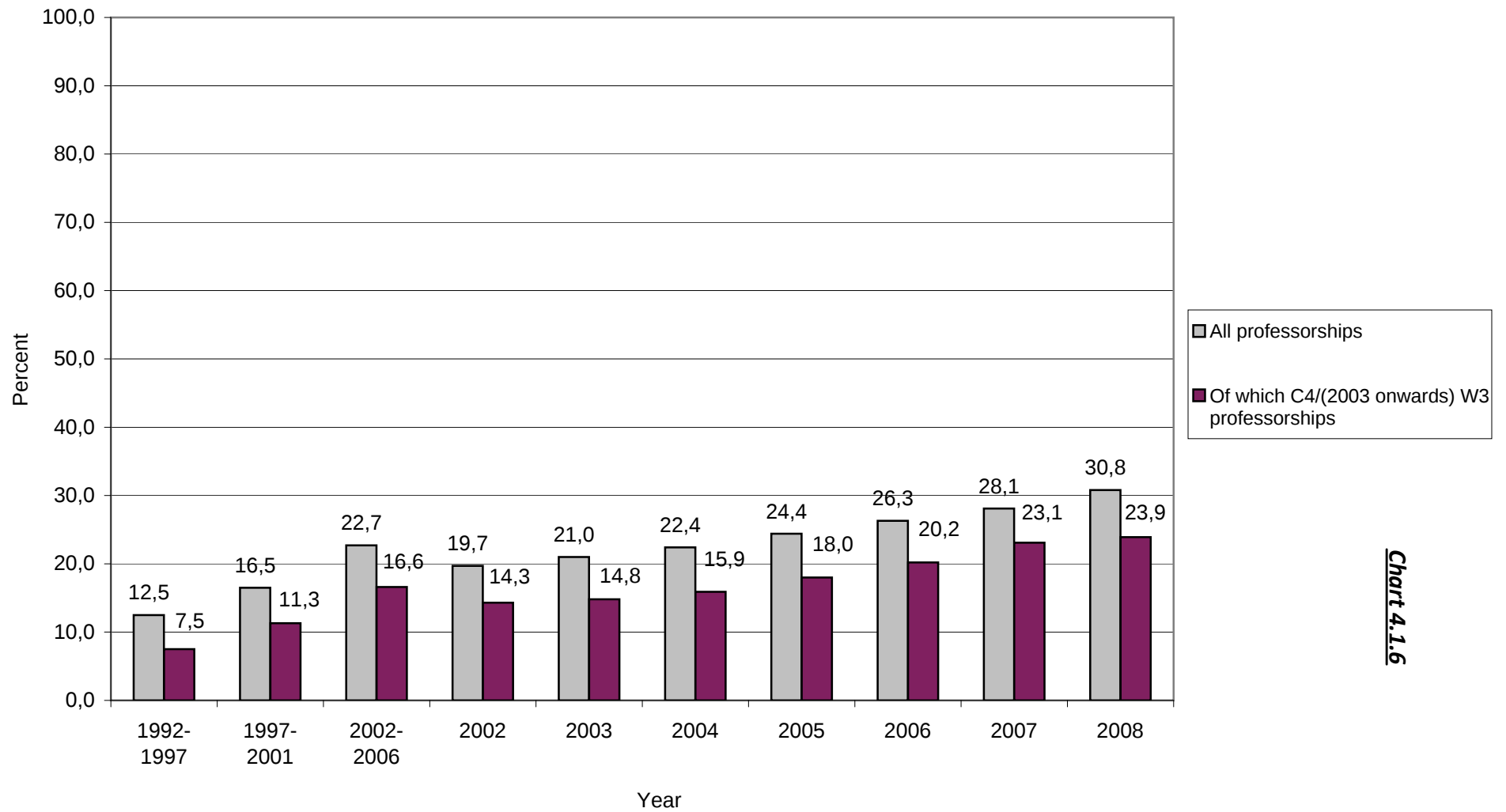


Chart 4.1.6

Table 4.1.7

Proportion of women in education and research, 2002-2008, 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
			male	female			male	female			male	female	
(1)		(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
All professorships										7.788	7.127	661	8,5%
Of which	C4 professorship									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
			male	female			male	female			male	female	
(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 professorship	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
			male	female			male	female			male	female	
(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 professorship	3.067	2.883	184	6,0%	3.084	2.875	209	6,8%	3.141	2.910	231	7,4%

		2008		
		Total	Of which...	
			male	female
(1)		(2)	(3)	(4)
All professorships		8.042	7.198	948
Of which	C4/W3 professorship	3.220	2.883	272

Table 4.1.7

Rounding differences in average values.

Source: German Federal Statistical Office

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

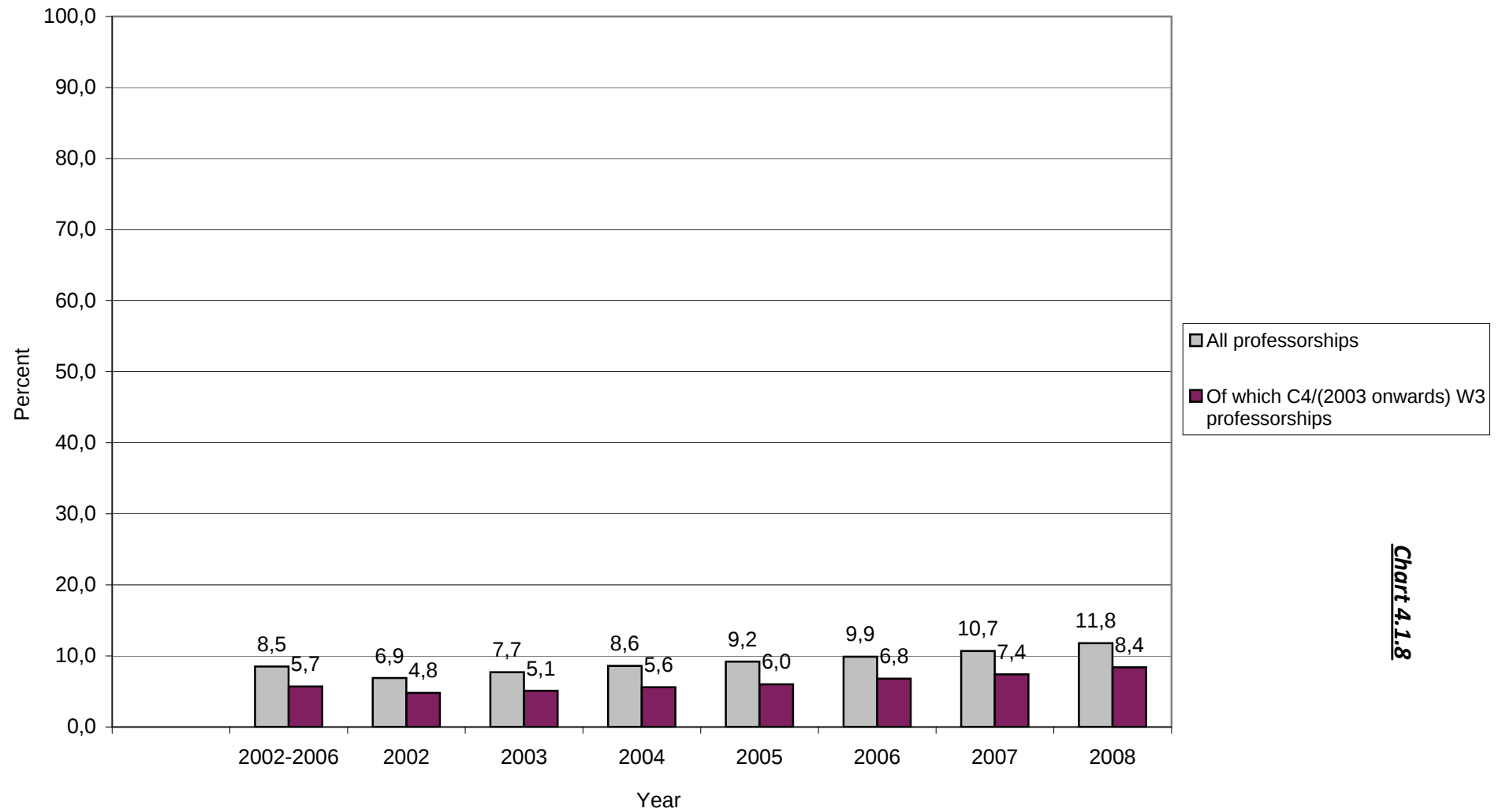


Chart 4.1.8

Table 4.1.9

Proportion of women in education and research, 1992-2008, 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
			male	female			male	female			male	female	
(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
			male	female			male	female			male	female	
(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	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
			male	female			male	female			male	female	
(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%	1.490	1.416	74	5,0%

		2008			
		Total	Of which...		Prop. of women
			male	female	
(1)		(2)	(3)	(4)	(5)
All professorships		7.908	7.263	645	8,2%
Of which	C4/W3 professorships	1.521	1.428	93	6,1%

Table 4.1.9

¹ W3 professorships from 2003 onwards
Rounding differences in average values.
Source: German Federal Statistical Office

Proportion of women holding professorships in subject group engineering

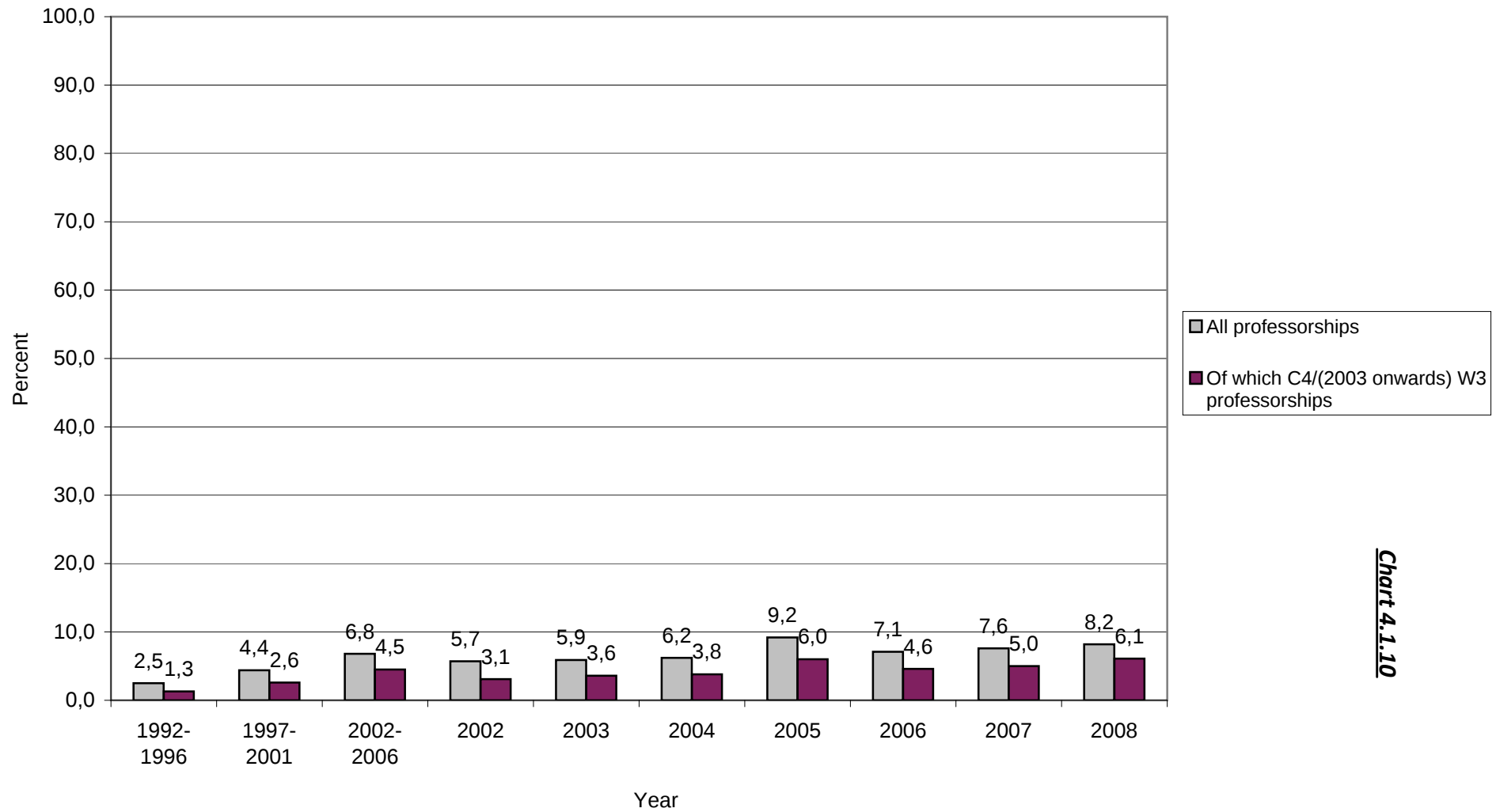


Chart 4.1.10

Table 4.1.11

Proportion of women in education and research, 1992-2008, all HE institutions

Human medicine/health sciences¹

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
			male	female			male	female			male	female	
(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
			male	female			male	female			male	female	
(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
			male	female			male	female			male	female	
(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%

		2008			
		Total	Of which...		Prop. of women
			male	female	
(1)		(2)	(3)	(4)	(5)
All professorships		3.189	2.784	405	12,7%
Of which	C4/W3 professorships	1.388	1.258	130	9,4%

Table 4.1.11

¹ Health sciences from 2006 onwards

Rounding differences in average values.

Source: German Federal Statistical Office

Proportion of women holding professorships in subject group human medicine/health sciences

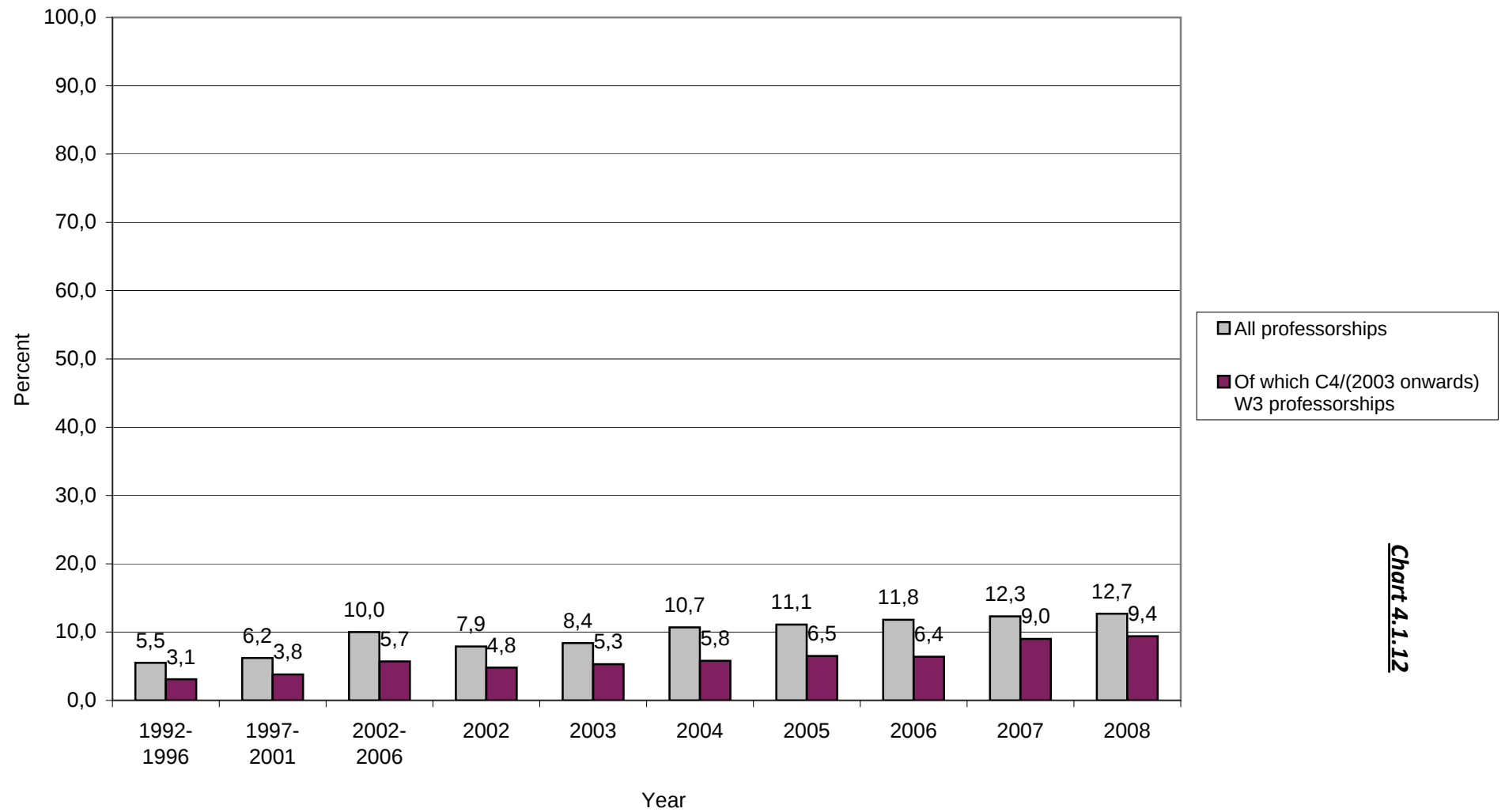


Chart 4.1.12

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...								Public admin. colleges			
					Universities and equiv. institutions of HE				Unis. of applied sciences (excl. public admin. colleges)							
	Total	Of which:			Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women			Men	Women			Men	Women			Men	Women	
	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)
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	-	-	-	-
Tot.	34.702	32.456	2.246	6,5	23.941	22.371	1.570	6,6	10.220	9.576	644	6,3	541	509	32	5,9
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
Tot.	36.374	33.854	2.520	6,9	24.867	23.136	1.731	7,0	10.939	10.189	750	6,9	569	530	39	6,9
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
Tot.	36.995	34.217	2.778	7,5	24.792	22.913	1.879	7,6	11.604	10.753	851	7,3	599	551	48	8,0

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...								Unis. of applied sciences (excl. public admin. colleges)				Public admin. colleges			
					Universities and equiv. institutions of HE															
	Total	Of which:			Total	Of which:			Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women			Men	Women			Men	Women			Men	Women			Men	Women	
(1)	(2)	Absolute	Absolute	%	(6)	Absolute	Absolute	%	(10)	Absolute	Absolute	%	(14)	Absolute	Absolute	%	(15)	Absolute	Absolute	%
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				
Tot.	37.672	34.599	3.073	8,2	24.955	22.911	2.044	8,2	12.097	11.125	972	8,0	620	563	57	9,2				
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				
Tot.	37.589	34.404	3.185	8,5	24.569	22.503	2.066	8,4	12.388	11.326	1.062	8,6	632	575	57	9,0				
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				
Tot.	37.668	34.276	3.392	9,0	24.518	22.343	2.175	8,9	12.562	11.400	1.162	9,3	588	533	55	9,4				

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				Unis. of 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)
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
Tot.	37.626	34.034	3.592	9,5	24.124	21.884	2.240	9,3	12.898	11.610	1.288	10,0	604	540	64	10,6
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
Tot.	37.974	34.234	3.740	9,8	24.205	21.919	2.286	9,4	13.185	11.794	1.391	10,5	584	521	63	10,8
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
Tot.	37.794	33.808	3.986	10,5	23.980	21.541	2.439	10,2	13.234	11.751	1.483	11,2	580	516	64	11,0

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...								Public admin. colleges			
					Universities and equiv. institutions of HE				Unis. of applied sciences (excl. 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)
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
Tot.	37.661	33.445	4.216	11,2	23.744	21.178	2.566	10,8	13.348	11.764	1.584	11,9	569	503	66	11,6
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
Tot.	37.861	33.349	4.512	11,9	23.739	20.977	2.762	11,6	13.594	11.906	1.688	12,4	528	466	62	11,7
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
Tot.	37.965	33.106	4.859	12,8	23.712	20.746	2.966	12,5	13.709	11.897	1.812	13,2	544	463	81	14,9

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				Unis. of 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	
		Absolute	Absolute			%	Absolute			Absolute	%			Absolute	Absolute	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
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
Tot.	38.443	33.219	5.224	13,6	23.845	20.675	3.170	13,3	14.065	12.099	1.966	14,0	533	445	88	16,5
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
Tot.	37.865	32.453	5.412	14,3	23.475	20.141	3.334	14,2	13.889	11.898	1.991	14,3	501	414	87	17,4
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
Tot.	37.694	31.959	5.735	15,2	23.361	19.829	3.532	15,1	13.849	11.730	2.119	15,3	484	400	84	17,4

Source: German Federal Statistical Office

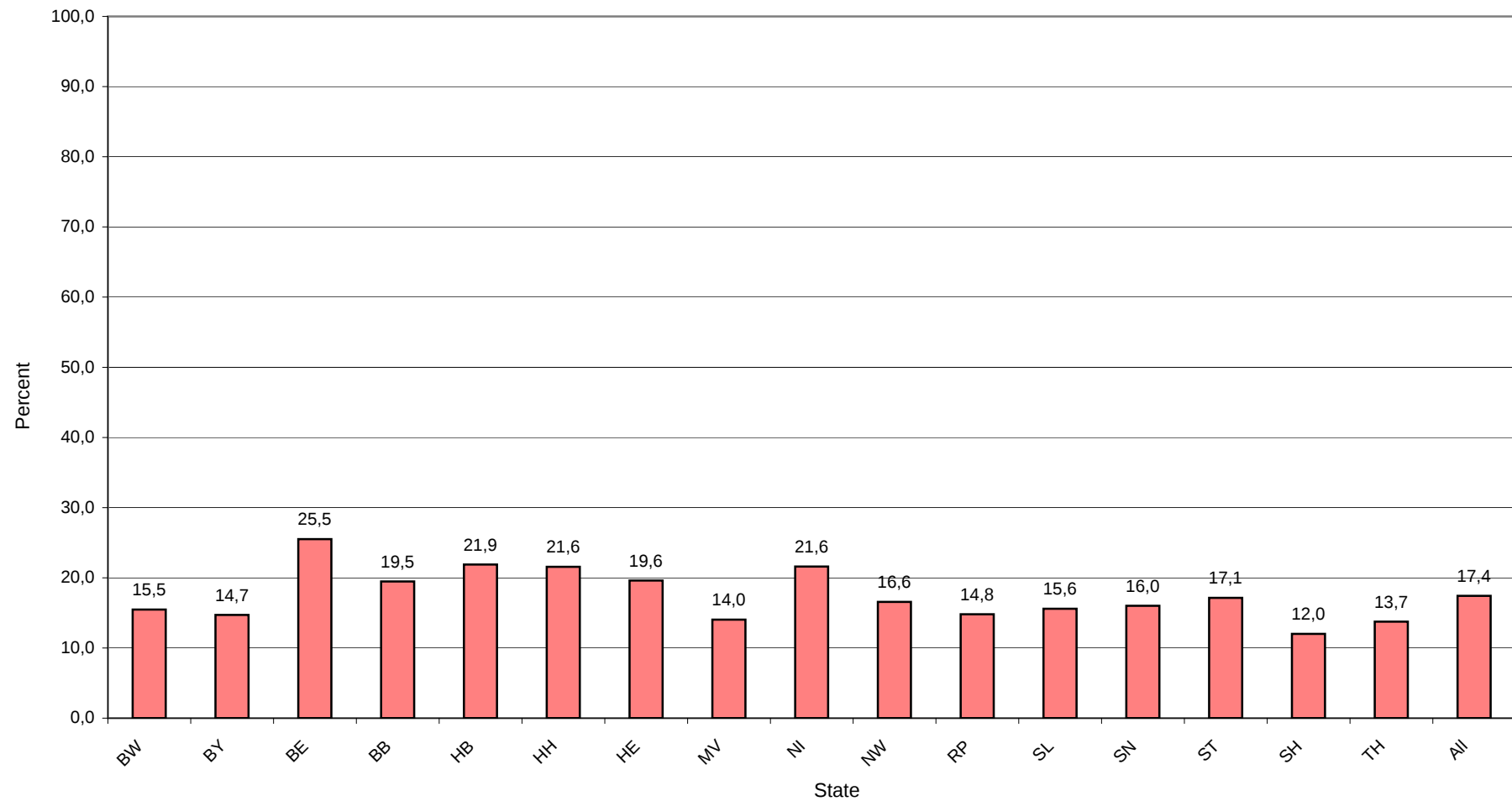
Table 4.2.6

**Proportion of women holding professorships, grouped by federal state and type of HE institution
In 2007 and 2008**

State	All types of HE institution				Of which...											
					Universities and equiv. institutions of HE				Unis. of 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)	Absolute	Absolute	%	(6)	Absolute	Absolute	%	(10)	Absolute	Absolute	%	(14)	Absolute	Absolute	%
(3)	(4)	(5)	(7)	(8)	(9)	(11)	(12)	(13)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
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
Tot.	38.020	31.847	6.173	16,2	23.596	19.753	3.843	16,3	13.977	11.725	2.252	16,1	447	369	78	17,4
BW	5.537	4.680	857	15,5	3 072	2.552	520	16,9	2 339	2.017	322	13,8	126	111	15	11,9
BY	5.391	4.598	793	14,7	3 326	2.801	525	15,8	2 065	1.797	268	13,0	-	-	-	-
BE	2.803	2.088	715	25,5	1 932	1.464	468	24,2	810	579	231	28,5	61	45	16	26,2
BB	842	678	164	19,5	447	355	92	20,6	390	319	71	18,2	5	4	1	20,0
HB	653	510	143	21,9	449	344	105	23,4	195	160	35	17,9	9	6	3	33,3
HH	1.391	1.091	300	21,6	1 001	793	208	20,8	382	291	91	23,8	8	7	1	12,5
HE	3.090	2.484	606	19,6	1 876	1.512	364	19,4	1 168	936	232	19,9	46	36	10	21,7
MV	812	698	114	14,0	496	433	63	12,7	316	265	51	16,1	-	-	-	-
NI	3.194	2.504	690	21,6	2 034	1.591	443	21,8	1 131	895	236	20,9	29	18	11	37,9
NW	7.422	6.193	1.229	16,6	4 704	3.928	776	16,5	2 625	2.186	439	16,7	93	79	14	15,1
RP	1.743	1.485	258	14,8	975	826	149	15,3	768	659	109	14,2	-	-	-	-
SL	430	363	67	15,6	312	263	49	15,7	118	100	18	15,3	-	-	-	-
SN	2.167	1.820	347	16,0	1 381	1.179	202	14,6	774	631	143	18,5	12	10	2	16,7
ST	1.015	841	174	17,1	588	497	91	15,5	425	342	83	19,5	2	2	-	0,0
SH	983	865	118	12,0	617	539	78	12,6	357	319	38	10,6	9	7	2	22,2
TH	1.091	941	150	13,7	708	610	98	13,8	383	331	52	13,6	-	-	-	-
Tot.	38.564	31.839	6.725	17,4	23.918	19.687	4.231	17,7	14.246	11.827	2.419	17,0	400	325	75	18,8

Source: German Federal Statistical Office

Chart 4.2.7: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2008



Source: German Federal Statistical Office

5. Female applications, shortlist places gained, calls to post, and appointments for professorships in higher education (1997-2009)

- 5.1 Grouped by type of HE institution and seniority
 - 5.1.1 Professorships held at all higher education institutions (overview 1997-2009)
 - 5.1.2 Professorships held, grouped by type of HE institution (overview 1997-2009)
 - 5.1.3 In 2009
- 5.2 Grouped by seniority and subject group
 - 5.2.1 - Universities (excl. art and music colleges) in 2009
 - 5.2.2 - Universities of applied sciences in 2009
- 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, 2009
 - 5.3.2 - Universities (excl. art and music colleges) -
In 2009, W3-W1 and overall
 - 5.3.3 - Art and music colleges -
W3-W1 and overall, 2009
 - 5.3.4 - Universities of applied sciences -
W3, W2, and overall, 2009

Table 5.1.1

Professorships held (general overview 1997-2009)

		1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008	2009
Applications for professor vacancies	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	81.529
	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	62.389
	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	19.140
	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	23,5
Of which: shortlisted	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	8.740
	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	6.434
	Women, absolute	903	783	869	947	967	1.196	1.200	1.529	1.269	1.406	1.532	1.946	2.306
	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	26,4
Called to post	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	3.746
	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	2.684
	Women, absolute	406	325	325	401	367	467	466	604	529	530	646	846	1.062
	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	28,4
Appointments*	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	1.994
	Men, absolute	1.747	1.667	1.468	1.590	1.256	1.450	1.325	1.841	809	942	1.146	1.268	1.416
	Women, absolute	326	306	262	309	236	303	291	469	279	272	379	465	578
	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	29,0

* Appointments 1997, in some cases completed 1998; appointments 1998, in some cases completed 1999; appointments 1999, in some cases completed 2000/2001; appointments 2000, in some cases completed 2001; appointments 2001, in some cases completed 2002; appointments 2002, in some cases completed 2003; appointments 2003, in some cases completed 2004; appointments 2004, in some cases completed 2005.

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

Source: GWK survey of federal and state governments.

Tabelle 5.1.1

Table 5.1.2
Professorships held, grouped by type of HE institution (overview 1997-2009)

		1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008	2009
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	54.038
	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	41.548
	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	12.490
	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	23,1
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	6.101
	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	4.478
	Women, absolute	503	405	515	559	571	704	806	914	922	1.013	1.090	1.348	1.623
	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	26,6
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	2.630
	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	1.870
	Women, absolute	219	161	176	221	190	257	283	327	372	369	463	599	760
	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	28,9
Appointments*	Total	1.228	1.061	1.001	1.072	717	862	987	1.287	722	860	1.052	1.117	1.237
	Men, absolute	1.056	911	864	912	603	714	806	1.040	547	679	792	810	885
	Women, absolute	172	150	137	160	114	148	181	247	175	181	260	307	352
	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	28,5

		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
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	7.151
	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	4.813
	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	2.338
	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	32,7
Of which: shortlisted	Total	266	265	275	300	298	377	255	340	352	239	289	337	409
	Men, absolute	203	207	205	221	211	265	204	249	241	160	200	215	266
	Women, absolute	63	58	70	79	87	112	51	91	111	79	89	122	143
	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	35,0
Called to post	Total	103	97	105	118	120	127	91	130	125	90	116	138	153
	Men, absolute	80	79	86	91	90	90	65	98	88	59	81	94	102
	Women, absolute	23	18	19	27	30	37	26	32	37	31	35	44	51
	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	33,3
Appointments*	Total	93	93	96	92	98	92	64	101	102	72	83	91	103
	Men, absolute	74	76	80	72	73	64	48	77	72	49	58	60	69
	Women, absolute	19	17	16	20	25	28	16	24	30	23	25	31	34
	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	33,0

		1997	1998	1999	2000	2001	2002	2003	2004	2005***	2006	2007	2008	2009
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	20.340
	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	16.028
	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	4.312
	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	21,2
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	2.230
	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	1.690
	Women, absolute	337	320	284	309	309	380	343	524	236	314	353	476	540
	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	24,2
Called to post	Total	856	934	778	848	962	1.044	887	1.173	464	510	596	815	963
	Men, absolute	692	788	648	695	815	871	730	928	344	380	448	612	712
	Women, absolute	164	146	130	153	147	173	157	245	120	130	148	203	251
	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	26,1
Appointments*	Total	752	819	633	735	677	799	565	922	264	282	390	525	654
	Men, absolute	617	680	524	606	580	672	463	724	190	214	296	398	462
	Women, absolute	135	139	109	129	97	127	102	198	74	68	94	127	192
	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	29,4

* Appointments 1997 in some cases completed 1998; appointments 1998 in some cases completed 1999; appointments 1999 in some cases completed 2000/2001; appointments 2000 in some cases completed 2001; appointments 2001 in some cases completed 2002; appointments 2002 in some cases completed 2003; appointments 2003 in some cases completed 2004; appointments 2004 in some cases completed 2005. 2005 appointments related to calls to post in 2004 have not yet been taken into account.

** 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. no detailed information is available.

Source: GWK survey of federal and state governments.

Table 5.1.3

**Female applications, calls to post, and appointments for professorships at HE institutions
grouped by type of HE institution and seniority, 2009**

Type of HE institution/seniority	2009															
	Applications related to calls to post 2009								Called to post 2009				Appointments related to calls to post 2009			
	Total				Of which: shortlisted											
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
	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)
	54.038	41.548	12.490	23,1	6.101	4.478	1.623	26,6	2.630	1.870	760	28,9	1.237	885	352	28,5
- W3	33.744	26.757	6.987	20,7	3.409	2.621	788	23,1	1.439	1.089	350	24,3	537	427	110	20,5
- W2	16.109	11.916	4.193	26,0	1.984	1.406	578	29,1	835	567	268	32,1	444	307	137	30,9
- W1	4.185	2.875	1.310	31,3	708	451	257	36,3	356	214	142	39,9	256	151	105	41,0
	7.151	4.813	2.338	32,7	409	266	143	35,0	153	102	51	33,3	103	69	34	33,0
- W3	3.813	2.554	1.259	33,0	203	141	62	30,5	73	51	22	30,1	46	31	15	32,6
- W2	3.308	2.246	1.062	32,1	202	123	79	39,1	78	51	27	34,6	55	38	17	30,9
- W1	30	13	17	56,7	4	2	2	50,0	2	0	2	100,0	2	0	2	100,0
	20.340	16.028	4.312	21,2	2.230	1.690	540	24,2	963	712	251	26,1	654	462	192	29,4
- W3	661	538	123	18,6	72	57	15	20,8	31	25	6	19,4	24	18	6	25,0
- W2	19.679	15.490	4.189	21,3	2.158	1.633	525	24,3	932	687	245	26,3	630	444	186	29,5
	81.529	62.389	19.140	23,5	8.740	6.434	2.306	26,4	3.746	2.684	1.062	28,4	1.994	1.416	578	29,0
- W3	38.218	29.849	8.369	21,9	3.684	2.819	865	23,5	1.543	1.165	378	24,5	607	476	131	21,6
- W2	39.096	29.652	9.444	24,2	4.344	3.162	1.182	27,2	1.845	1.305	540	29,3	1.129	789	340	30,1
- W1	4.215	2.888	1.327	31,5	712	453	259	36,4	358	214	144	40,2	258	151	107	41,5

* 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

**Female applications, shortlist places gained, calls to post, and appointments
for professorships at HE institutions, grouped by seniority and subject group, 2009
- Universities (excl. art and music colleges) -**

Subject groups	2009															
	Applications related to calls to post 2009								Called to post 2009 ¹				Appointments ² related to calls to post 2009 ³			
	Total				Of which: shortlisted											
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
	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)
Languages/humanities	9.254	6.182	3.072	33,2	770	467	303	39,4	304	180	124	40,8	105	75	30	28,6
Sport	213	145	68	31,9	30	22	8	26,7	14	11	3	21,4	6	4	2	33,3
Law, economics, and social sciences	7.704	6.237	1.467	19,0	890	694	196	22,0	373	281	92	24,7	155	120	35	22,6
Mathematics/natural sciences	9.870	8.660	1.210	12,3	862	735	127	14,7	372	311	61	16,4	129	110	19	14,7
Human medicine	2.793	2.344	449	16,1	443	363	80	18,1	192	154	38	19,8	59	48	11	18,6
Veterinary medicine	120	88	32	26,7	25	21	4	16,0	9	8	1	11,1	3	3	0	0,0
Agronomy, forestry, and nutrition sciences	307	233	74	24,1	43	28	15	34,9	18	12	6	33,3	7	4	3	42,9
Engineering	2.360	2.096	264	11,2	263	235	28	10,6	125	112	13	10,4	61	54	7	11,5
Art, art history	640	411	229	35,8	40	26	14	35,0	13	9	4	30,8	7	5	2	28,6
All	33.261	26.396	6.865	20,6	3.366	2.591	775	23,0	1.420	1.078	342	24,1	532	423	109	20,5
Languages/humanities	4.272	2.486	1.786	41,8	436	225	211	48,4	172	79	93	54,1	101	53	48	47,5
Sport	139	102	37	26,6	29	21	8	27,6	11	9	2	18,2	9	8	1	11,1
Law, economics, and social sciences	2.948	2.182	766	26,0	395	288	107	27,1	152	106	46	30,3	88	61	27	30,7
Mathematics/natural sciences	5.766	4.907	859	14,9	541	427	114	21,1	237	184	53	22,4	121	99	22	18,2
Human medicine	1.393	1.070	323	23,2	382	289	93	24,3	172	120	52	30,2	72	47	25	34,7
Veterinary medicine	27	14	13	48,1	11	7	4	36,4	5	3	2	40,0	1	1	0	0,0
Agronomy, forestry, and nutrition sciences	136	118	18	13,2	15	11	4	26,7	8	8	0	0,0	4	4	0	0,0
Engineering	831	695	136	16,4	127	116	11	8,7	57	50	7	12,3	36	31	5	13,9
Art, art history	426	228	198	46,5	34	15	19	55,9	13	3	10	76,9	9	2	7	77,8
All	15.938	11.802	4.136	26,0	1.970	1.399	571	29,0	827	562	265	32,0	441	306	135	30,6
Languages/humanities	1.493	832	661	44,3	227	106	121	53,3	103	42	61	59,2	74	28	46	62,2
Sport	94	57	37	39,4	13	6	7	53,8	5	4	1	0,0	1	1	0	0,0
Law, economics, and social sciences	700	492	208	29,7	130	85	45	34,6	74	48	26	35,1	60	39	21	35,0
Mathematics/natural sciences	1.500	1.196	304	20,3	255	186	69	27,1	128	81	47	36,7	85	54	31	36,5
Human medicine	66	48	18	27,3	24	18	6	25,0	14	12	2	14,3	10	8	2	20,0
Veterinary medicine	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
Agronomy, forestry, and nutrition sciences	96	67	29	30,2	8	6	2	25,0	5	4	1	20,0	4	3	1	0,0
Engineering	188	163	25	13,3	47	41	6	12,8	25	22	3	12,0	20	17	3	15,0
Art, art history	48	20	28	58,3	4	3	1	25,0	2	1	1	50,0	2	1	1	50,0
All	4.185	2.875	1.310	31,3	708	451	257	36,3	356	214	142	39,9	256	151	105	41,0
Languages/humanities	15.019	9.500	5.519	36,7	1.433	798	635	44,3	579	301	278	48,0	280	156	124	44,3
Sport	446	304	142	31,8	72	49	23	31,9	30	24	6	20,0	16	13	3	18,8
Law, economics, and social sciences	11.352	8.911	2.441	21,5	1.415	1.067	348	24,6	599	435	164	27,4	303	220	83	27,4
Mathematics/natural sciences	17.136	14.763	2.373	13,8	1.658	1.348	310	18,7	737	576	161	21,8	335	263	72	21,5
Human medicine	4.252	3.462	790	18,6	849	670	179	21,1	378	286	92	24,3	141	103	38	27,0
Veterinary medicine	147	102	45	30,6	36	28	8	22,2	14	11	3	21,4	4	4	0	0,0
Agronomy, forestry, and nutrition sciences	539	418	121	22,4	66	45	21	31,8	31	24	7	22,6	15	11	4	26,7
Engineering	3.379	2.954	425	12,6	437	392	45	10,3	207	184	23	11,1	117	102	15	12,8
Art, art history	1.659	1.269	390	23,5	214	183	31	14,5	95	81	14	14,7	63	53	10	15,9
All	53.384	41.073	12.311	23,1	6.044	4.441	1.603	26,5	2.603	1.854	749	28,8	1.229	880	349	28,4

¹ Successful candidates/calls to post.² Acceptance/appointments.³ Excl. appointments in 2009 related to calls to post 2009.

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

Table 5.2.2

**Female applications, shortlist places gained, calls to post, and appointments
for professorships at HE institutions, grouped by seniority and subject group, 2009
- Universities of applied sciences -**

Subject groups	2009															
	Applications related to calls to post 2009								Called to post 2009 ¹				Appointments ² related to calls to post 2009 ³			
	Total				Of which: shortlisted											
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
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)
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	117	83	34	29,1	8	6	2	25,0	4	4	0	0,0	3	3	0	0,0
Mathematics/natural sciences	76	64	12	15,8	7	5	2	28,6	3	2	1	33,3	3	2	1	33,3
Agronomy, forestry, and nutrition sciences	20	17	3	15,0	1	1	0	0,0	1	1	0	0,0	0	0	0	0,0
Engineering	353	312	41	11,6	49	43	6	12,2	19	16	3	15,8	15	12	3	20,0
Art, art history	25	13	12	48,0	2	1	1	50,0	1	1	0	0,0	0	0	0	0,0
All	591	489	102	17,3	67	56	11	16,4	28	24	4	14,3	21	17	4	19,0
Languages/humanities	639	455	184	28,8	48	22	26	54,2	15	6	9	60,0	12	4	8	66,7
Economics and social sciences	7.645	5.367	2.278	29,8	796	510	286	35,9	325	199	126	38,8	212	122	90	42,5
Mathematics/natural sciences	3.568	3.090	478	13,4	309	241	68	22,0	130	95	35	26,9	92	67	25	27,2
Agronomy, forestry, and nutrition sciences	364	271	93	25,5	59	42	17	28,8	27	16	11	40,7	18	9	9	50,0
Engineering	6.155	5.348	807	13,1	846	748	98	11,6	388	339	49	12,6	260	219	41	15,8
Art, art history	1.034	763	271	26,2	74	54	20	27,0	33	22	11	33,3	24	15	9	37,5
All	19.405	15.294	4.111	21,2	2.132	1.617	515	24,2	918	677	241	26,3	618	436	182	29,4
Languages/humanities	639	455	184	28,8	48	22	26	54,2	15	6	9	60,0	12	4	8	66,7
Economics and social sciences	7.762	5.450	2.312	29,8	804	516	288	35,8	329	203	126	38,3	215	125	90	41,9
Mathematics/natural sciences	3.644	3.154	490	13,4	316	246	70	22,2	133	97	36	27,1	95	69	26	27,4
Agronomy, forestry, and nutrition sciences	384	288	96	25,0	60	43	17	28,3	28	17	11	39,3	18	9	9	50,0
Engineering	6.508	5.660	848	13,0	895	791	104	11,6	407	355	52	12,8	275	231	44	16,0
Art, art history	1.059	776	283	26,7	76	55	21	27,6	34	23	11	32,4	24	15	9	37,5
All	19.996	15.783	4.213	21,1	2.199	1.673	526	23,9	946	701	245	25,9	639	453	186	29,1

¹ Successful candidates/calls to post.

² Acceptance/appointments.

³ Excl. appointments in 2009 related to calls to post 2009.

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, 2009

State	Applications	Of which shortlisted	Called to post
BW	21,5	25,1	28,3
BY	19,3	21,6	24,2
BE	25,7	31,7	38,0
BB	25,8	34,5	33,3
HB	23,1	40,4	31,8
HH	26,4	34,5	28,8
HE	22,5	28,5	31,6
MV	18,3	25,7	20,6
NI	25,5	24,7	26,7
NW	23,9	27,2	31,6
RP	25,7	27,3	26,2
SL	28,1	28,1	40,9
SN	20,2	21,5	16,8
ST	22,7	18,2	23,1
SH	20,0	24,6	28,8
TH	25,1	22,9	23,9
All	23,1	26,5	28,8

BW	34,3	30,2	20,0
BY	36,2	35,0	42,9
BE	33,7	42,6	50,0
BB	31,5	17,4	10,0
HB	37,3	69,2	66,7
HH	37,6	53,3	42,9
HE	32,9	36,4	40,0
MV	39,1	25,0	33,3
NI	50,3	70,6	62,5
NW	28,0	26,5	26,5
RP	0,0	0,0	0,0
SL	35,2	35,7	16,7
SN	29,8	39,2	40,0
ST	47,3	45,5	50,0
SH	26,8	18,8	25,0
TH	18,7	20,0	18,2
All	32,7	35,0	33,3

BW	18,2	21,8	24,5
BY	18,8	18,9	25,0
BE	31,3	34,6	38,0
BB	21,1	33,3	47,4
HB	23,6	31,4	31,8
HH	26,4	30,0	30,0
HE	20,5	22,0	18,4
MV	50,6	25,0	26,7
NI	21,7	18,4	19,6
NW	18,5	26,1	26,5
RP	22,9	16,0	16,3
SL	22,6	28,0	38,5
SN	19,6	34,6	33,3
ST	32,2	29,4	25,0
SH	17,2	28,9	17,4
TH	20,4	18,4	15,0
All	21,1	23,9	25,9

Source: GWK survey of states

Table 5.3.2

**Female applications, shortlist places gained, calls to post, and appointments
for professorships at HE institutions, grouped by seniority and federal state, 2009
- Traditional universities (excl. art and music colleges) W3-W1 and overall -**

State	2009																			
	Applications related to calls to post 2009								Called to post 2009				Appointments related to calls to post 2009				Appointments related to calls to post 2008			
	Total				Of which: shortlisted															
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
	(1)	(2)	Absolute	%	(6)	(7)	Absolute	%	(10)	(11)	Absolute	%	(14)	(15)	Absolute	%	(18)	(19)	Absolute	%
BW	8.539	6.717	1.822	21.3	817	611	206	25.2	338	248	90	26.6	88	69	19	21.6	109	85	24	22.0
BY	3.835	3.139	696	18.1	374	307	67	17.9	141	111	30	21.3	67	54	13	19.4	59	50	9	15.3
BE	2.651	2.068	583	22.0	267	210	57	21.3	110	83	27	24.5	37	29	8	21.6	44	38	6	13.6
BB	764	604	160	20.9	88	68	20	22.7	37	30	7	18.9	18	14	4	22.2	3	1	2	66.7
HB	498	410	88	17.7	40	27	13	32.5	15	11	4	26.7	4	3	1	25.0	5	3	2	40.0
HH	1.622	1.268	354	21.8	160	113	47	29.4	72	53	19	26.4	25	17	8	32.0	12	11	1	8.3
HE	2.704	2.119	585	21.6	303	217	86	28.4	112	76	36	32.1	45	33	12	26.7	43	37	6	14.0
MV	471	392	79	16.8	74	58	16	21.6	33	28	5	15.2	8	8	0	0.0	8	5	3	37.5
NI	1.760	1.387	373	21.2	205	172	33	16.1	92	77	15	16.3	38	31	7	18.4	27	20	7	25.9
NW	5.904	4.626	1.278	21.6	529	400	129	24.4	278	203	75	27.0	117	94	23	19.7	103	84	19	18.4
RP	1.632	1.347	285	17.5	150	117	33	22.0	54	45	9	16.7	29	25	4	13.8	16	14	2	12.5
SL	432	310	122	28.2	58	43	15	25.9	18	12	6	33.3	8	5	3	37.5	14	10	4	28.6
SN	1.163	967	196	16.9	135	109	26	19.3	56	48	8	14.3	21	21	0	0.0	9	8	1	11.1
ST	353	309	44	12.5	42	39	3	7.1	15	14	1	6.7	6	5	1	16.7	8	8	0	0.0
SH	340	280	60	17.6	50	41	9	18.0	19	15	4	21.1	14	11	3	21.4	23	20	3	13.0
TH	593	453	140	23.6	74	59	15	20.3	30	24	6	20.0	7	4	3	42.9	13	10	3	23.1
All	33.261	26.396	6.865	20.6	3.366	2.591	775	23.0	1.420	1.078	342	24.1	532	423	109	20.5	496	404	92	18.5
BW	816	682	134	16.4	151	127	24	15.9	57	43	14	24.6	31	25	6	19.4	8	8	0	0.0
BY	3.168	2.516	652	20.6	373	285	88	23.6	141	103	38	27.0	71	52	19	26.8	49	33	16	32.7
BE	487	316	171	35.1	82	45	37	45.1	43	23	20	46.5	21	9	12	57.1	44	33	11	25.0
BB	428	292	136	31.8	53	30	23	43.4	21	11	10	47.6	11	7	4	36.4	4	2	2	50.0
HB	117	72	45	38.5	13	4	9	69.2	5	2	3	60.0	1	1	0	0.0	1	1	0	0.0
HH	978	682	296	30.3	120	72	48	40.0	46	31	15	32.6	27	17	10	37.0	9	7	2	22.2
HE	1.176	906	270	23.0	159	117	42	26.4	56	43	13	23.2	28	21	7	25.0	18	9	9	50.0
MV	237	185	52	21.9	53	34	19	35.8	26	18	8	30.8	12	8	4	33.3	5	4	1	20.0
NI	1.548	1.128	420	27.1	191	128	63	33.0	83	56	27	32.5	43	31	12	27.9	26	17	9	34.6
NW	4.352	3.188	1.164	26.7	390	277	113	29.0	191	122	69	36.1	109	75	34	31.2	71	50	21	29.6
RP	1.296	862	434	33.5	144	102	42	29.2	50	33	17	34.0	36	22	14	38.9	22	15	7	31.8
SL	3	0	3	100.0	3	0	3	100.0	3	0	3	100.0	3	0	3	100.0	3	2	1	33.3
SN	466	344	122	26.2	78	60	18	23.1	34	27	7	20.6	12	9	3	25.0	5	4	1	20.0
ST	335	224	111	33.1	40	28	12	30.0	15	9	6	40.0	9	7	2	22.2	4	3	1	25.0
SH	174	134	40	23.0	61	44	17	27.9	31	21	10	32.3	17	14	3	17.6	19	14	5	26.3
TH	357	271	86	24.1	59	46	13	22.0	25	20	5	20.0	10	8	2	0.0	17	11	6	35.3
All	15.938	11.802	4.136	26.0	1.970	1.399	571	29.0	827	562	265	32.0	441	306	135	30.6	305	213	92	30.2
BW	787	558	229	29.1	110	69	41	37.3	50	28	22	44.0	31	14	17	54.8	3	2	1	33.3
BY	251	197	54	21.5	53	35	18	34.0	28	21	7	25.0	19	14	5	26.3	6	6	0	0.0
BE	447	281	166	37.1	108	57	51	47.2	55	23	32	58.2	40	16	24	60.0	18	9	9	50.0
BB	98	61	37	37.8	27	12	15	55.6	11	5	6	54.5	7	3	4	57.1	0	0	0	0.0
HB	44	25	19	43.2	4	3	1	25.0	2	2	0	0.0	2	2	0	0.0	0	0	0	0.0
HH	320	200	120	37.5	42	26	16	38.1	21	15	6	28.6	16	12	4	25.0	2	1	1	50.0
HE	297	211	86	29.0	61	40	21	34.4	25	13	12	48.0	13	4	9	69.2	6	6	0	0.0
MV	18	16	2	11.1	9	9	0	0.0	4	4	0	0.0	3	3	0	0.0	0	0	0	0.0
NI	728	490	238	32.7	90	66	24	26.7	42	26	16	38.1	36	24	12	33.3	7	5	2	28.6
NW	542	402	140	25.8	76	47	29	38.2	56	34	22	39.3	40	24	16	40.0	19	11	8	42.1
RP	271	167	104	38.4	54	34	20	37.0	22	15	7	31.8	19	15	4	21.1	3	2	1	33.3
SL	10	10	0	0.0	3	3	0	0.0	1	1	0	0.0	1	1	0	0.0	0	0	0	0.0
SN	63	40	23	36.5	10	6	4	40.0	5	4	1	20.0	5	4	1	20.0	0	0	0	0.0
ST	62	47	15	24.2	17	14	3	17.6	9	7	2	22.2	8	6	2	25.0	0	0	0	0.0
SH	20	13	7	35.0	11	7	4	36.4	9	6	3	33.3	9	6	3	33.3	12	5	7	58.3
TH	227	157	70	30.8	33	23	10	30.3	16	10	6	37.5	7	3	4	57.1	7	6	1	14.3
All	4.185	2.875	1.310	31.3	708	451	257	36.3	356	214	142	39.9	256	151	105	41.0	83	53	30	36.1
BW	10.142	7.957	2.185	21.5	1.078	807	271	25.1	445	319	126	28.3	150	108	42	28.0	120	95	25	20.8
BY	7.254	5.852	1.402	19.3	800	627	173	21.6	310	235	75	24.2	157	120	37	23.6	114	89	25	21.9
BE	3.585	2.665	920	25.7	457	312	145	31.7	208	129	79	38.0	98	54	44	44.9	106	80	26	24.5
BB	1.290	957	333	25.8	168	110	58	34.5	69	46	23	33.3	36	24	12	33.3	7	3	4	57.1
HB	659	507	152	23.1	57	34	23	40.4	22	15	7	31.8	7	6	1	14.3	6	4	2	33.3
HH	2.920	2.150	770	26.4	322	211	111	34.5	139	99	40	28.8	68	46	22	32.4	23	19	4	17.4
HE	4.177	3.236	941	22.5	523	374	149	28.5	193	132	61	31.6	86	58	28	32.6	67	52	15	22.4
MV	726	593	133	18.3	136	101	35	25.7	63	50	13	20.6	23	19	4	17.4	13	9	4	30.8
NI	4.036	3.005	1.031	25.5	486	366	120	24.7	217	159	58	26.7	117	86	31	26.5	60	42	18	30.0
NW	10.798	8.216	2.582	23.9	995	724	271	27.2	525	359	166	31.6	266	193	73	27.4	193	145	48	24.9
RP	3.199	2.376	823	25.7	348	253	95	27.3	126	93	33	26.2	84	62	22	26.2	41	31	10	24.4
SL	445	320	125	28.1	64	46	18	28.1	22	13	9	40.9	12	6	6	50.0	17	12	5	29.4
SN	1.692	1.351	341	20.2	223	175	48	21.5	95	79	16	16.8	38	34	4	10.5	14	12	2	14.3
ST	750	580	170	22.7	99	81	18	18.2	39	30	9	23.1	23	18	5	21.7	12	11	1	8.3
SH	534	427	107	20.0	122	92	30	24.6	59	42	17	28.8	40	31	9	22.5	54	39	15	27.8
TH	1.177	881	296	25.1	166	128	38	22.9	71	54	17	23.9	24	15	9	37.5	37	27	10	27.0
All	53.384	41.073	12.311	23.1	6.044	4.441	1.603	26.5	2.603	1.854	749	28.8	1.229	880	349	28.4	884	670	214	24.2

Source: GWK

Table 5.3.3

**Female applications, shortlist places gained, calls to post, and appointments
for professorships at HE institutions, grouped by seniority and federal state, 2009
- Art and music colleges (W3-W1 and overall) -**

State	2009																			
	Applications related to calls to post 2009								Called to post 2009				Appointments related to calls to post 2009				Appointments related to calls to post 2008			
	Total				Of which: shortlisted															
	Total	Men	Women		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)	(18)	(19)	(20)	(21)
BW	390	261	129	33,1	20	14	6	30,0	8	6	2	25,0	7	5	2	28,6	0	0	0	0,0
BY	149	104	45	30,2	16	12	4	25,0	5	3	2	40,0	3	2	1	33,3	3	3	0	0,0
BE	700	455	245	35,0	34	18	16	47,1	6	2	4	66,7	4	0	4	100,0	7	5	2	28,6
BB	188	126	62	33,0	20	18	2	0,0	9	9	0	0,0	6	6	0	0,0	1	0	1	100,0
HB	184	109	75	40,8	4	2	2	50,0	2	1	1	50,0	1	0	1	100,0	0	0	0	0,0
HH	394	250	144	36,5	13	5	8	61,5	6	3	3	50,0	4	2	2	50,0	0	0	0	0,0
HE	63	45	18	28,6	4	4	0	0,0	2	2	0	0,0	1	1	0	0,0	0	0	0	0,0
MV	23	17	6	26,1	2	2	0	0,0	1	1	0	0,0	1	1	0	0,0	0	0	0	0,0
NI	195	80	115	59,0	8	2	6	75,0	3	1	2	66,7	0	0	0	0,0	2	1	1	50,0
NW	692	490	202	29,2	37	30	7	18,9	17	12	5	29,4	8	7	1	12,5	5	4	1	20,0
RP	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
SL	318	193	125	39,3	9	4	5	55,6	4	3	1	25,0	4	3	1	25,0	0	0	0	0,0
SN	401	326	75	18,7	22	17	5	22,7	5	3	2	40,0	4	1	3	75,0	1	0	1	100,0
ST	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
SH	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
TH	116	98	18	15,5	14	13	1	0,0	5	5	0	0,0	3	3	0	0,0	0	0	0	0,0
All	3.813	2.554	1.259	33,0	203	141	62	30,5	73	51	22	30,1	46	31	15	32,6	19	13	6	31,6
BW	353	227	126	35,7	23	16	7	30,4	7	6	1	14,3	7	6	1	14,3	0	0	0	0,0
BY	86	46	40	46,5	4	1	3	75,0	2	1	1	50,0	2	1	1	50,0	1	1	0	0,0
BE	233	164	69	29,6	19	13	6	31,6	5	4	1	20,0	3	1	2	66,7	1	1	0	0,0
BB	28	22	6	21,4	3	1	2	66,7	1	0	1	100,0	1	0	1	100,0	2	0	2	100,0
HB	135	91	44	32,6	9	2	7	77,8	4	1	3	75,0	1	0	1	100,0	3	2	1	33,3
HH	32	16	16	50,0	2	2	0	0,0	1	1	0	0,0	0	0	0	0,0	1	1	0	0,0
HE	107	69	38	35,5	7	3	4	57,1	3	1	2	66,7	3	1	2	66,7	0	0	0	0,0
MV	18	13	5	27,8	3	2	1	33,3	1	1	0	0,0	1	1	0	0,0	0	0	0	0,0
NI	185	109	76	41,1	9	3	6	66,7	5	2	3	60,0	2	1	1	50,0	3	1	2	66,7
NW	897	654	243	27,1	46	31	15	32,6	17	13	4	23,5	14	11	3	21,4	6	3	3	50,0
RP	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
SL	37	37	0	0,0	5	5	0	0,0	2	2	0	0,0	2	2	0	0,0	0	0	0	0,0
SN	549	341	208	37,9	29	14	15	51,7	10	6	4	40,0	7	5	2	28,6	2	1	1	50,0
ST	165	87	78	47,3	11	6	5	45,5	6	3	3	50,0	3	2	1	33,3	2	2	0	0,0
SH	235	172	63	26,8	16	13	3	18,8	8	6	2	25,0	7	5	2	28,6	1	1	0	0,0
TH	248	198	50	20,2	16	11	5	31,3	6	4	2	33,3	2	2	0	0,0	0	0	0	0,0
All	3.308	2.246	1.062	32,1	202	123	79	39,1	78	51	27	34,6	55	38	17	30,9	22	13	9	40,9
BW	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
BY	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
BE	2	1	1	50,0	1	0	1	100,0	1	0	1	100,0	1	0	1	100,0	0	0	0	0,0
BB	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
HB	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
HH	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
HE	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
MV	28	12	16	57,1	3	2	1	33,3	1	0	1	100,0	1	0	1	100,0	0	0	0	0,0
NI	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
NW	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
RP	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
SL	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
SN	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
ST	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
SH	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
TH	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
All	30	13	17	56,7	4	2	2	50,0	2	0	2	100,0	2	0	2	100,0	0	0	0	0,0
BW	743	488	255	34,3	43	30	13	30,2	15	12	3	20,0	14	11	3	21,4	0	0	0	0,0
BY	235	150	85	36,2	20	13	7	35,0	7	4	3	42,9	5	3	2	40,0	4	4	0	0,0
BE	935	620	315	33,7	54	31	23	42,6	12	6	6	50,0	8	1	7	87,5	8	6	2	25,0
BB	216	148	68	31,5	23	19	4	17,4	10	9	1	10,0	7	6	1	14,3	3	0	3	0,0
HB	319	200	119	37,3	13	4	9	69,2	6	2	4	66,7	2	0	2	100,0	3	2	1	33,3
HH	426	266	160	37,6	15	7	8	53,3	7	4	3	42,9	4	2	2	50,0	1	1	0	0,0
HE	170	114	56	32,9	11	7	4	36,4	5	3	2	40,0	4	2	2	50,0	0	0	0	0,0
MV	69	42	27	39,1	8	6	2	25,0	3	2	1	33,3	3	2	1	33,3	0	0	0	0,0
NI	380	189	191	50,3	17	5	12	70,6	8	3	5	62,5	2	1	1	50,0	5	2	3	60,0
NW	1.589	1.144	445	28,0	83	61	22	26,5	34	25	9	26,5	22	18	4	18,2	11	7	4	36,4
RP	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
SL	355	230	125	35,2	14	9	5	35,7	6	5	1	16,7	6	5	1	16,7	0	0	0	0,0
SN	950	667	283	29,8	51	31	20	39,2	15	9	6	40,0	11	6	5	45,5	3	1	2	66,7
ST	165	87	78	47,3	11	6	5	45,5	6	3	3	50,0	3	2	1	33,3	2	2	0	0,0
SH	235	172	63	26,8	16	13	3	18,8	8	6	2	25,0	7	5	2	28,6	1	1	0	0,0
TH	364	296	68	18,7	30	24	6	20,0	11	9	2	18,2	5	5	0	0,0	0	0	0	0,0
All	7.151	4.813	2.338	32,7	409	266	143	35,0	153	102	51	33,3	103	69	34	33,0	41	26	15	36,6

Source: GWK survey of states.

Table 5.3.4

**Female applications, shortlist places gained, calls to post, and appointments
for professorships at HE institutions, grouped by seniority and federal state, 2009
- Universities of applied sciences (W3, W2, and overall) -**

State	2009																			
	Applications related to calls to post 2009								Called to post 2009				Appointments related to calls to post 2009				Appointments related to calls to post 2008			
	Total				Of which: shortlisted															
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
	Absolute	Absolute	%	Absolute			%	Absolute			%	Absolute			%	Absolute			%	Absolute
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)
BW	418	347	71	17.0	43	38	5	11.6	19	18	1	5.3	13	12	1	7.7	3	3	0	0.0
BY	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
BE	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
BB	94	69	25	26.6	12	6	6	50.0	4	1	3	75.0	4	1	3	75.0	0	0	0	0.0
HB	8	8	0	0.0	1	1	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
HH	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
HE	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
MV	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
NI	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
NW	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
RP	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
SL	6	6	0	0.0	2	2	0	0.0	1	1	0	0.0	1	1	0	0.0	2	2	0	0.0
SN	10	9	1	10.0	1	1	0	0.0	1	1	0	0.0	1	1	0	0.0	3	3	0	0.0
ST	19	19	0	0.0	5	5	0	0.0	2	2	0	0.0	2	2	0	0.0	0	0	0	0.0
SH	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
TH	36	31	5	13.9	3	3	0	0.0	1	1	0	0.0	0	0	0	0.0	0	0	0	0.0
All	591	489	102	17.3	67	56	11	16.4	28	24	4	14.3	21	17	4	19.0	8	8	0	0.0
BW	2,973	2,428	545	18.3	305	234	71	23.3	128	93	35	27.3	100	72	28	28.0	36	28	8	22.2
BY	4,882	3,966	916	18.8	450	365	85	18.9	184	138	46	25.0	135	96	39	28.9	60	47	13	21.7
BE	1,458	1,001	457	31.3	179	117	62	34.6	79	49	30	38.0	44	28	16	36.4	7	5	2	28.6
BB	204	166	38	18.6	30	22	8	26.7	15	9	6	40.0	12	7	5	41.7	5	5	0	0.0
HB	603	459	144	23.9	69	47	22	31.9	22	15	7	31.8	7	4	3	42.9	3	1	2	66.7
HH	497	366	131	26.4	70	49	21	30.0	40	28	12	30.0	22	12	10	45.5	12	10	2	16.7
HE	1,207	959	248	20.5	150	117	33	22.0	49	40	9	18.4	42	32	10	23.8	20	11	9	45.0
MV	257	127	130	50.6	40	30	10	25.0	15	11	4	26.7	8	5	3	37.5	1	1	0	0.0
NI	1,766	1,382	384	21.7	190	155	35	18.4	92	74	18	19.6	61	48	13	21.3	25	19	6	24.0
NW	3,065	2,497	568	18.5	329	243	86	26.1	155	114	41	26.5	115	80	35	30.4	41	27	14	34.1
RP	866	668	198	22.9	100	84	16	16.0	43	36	7	16.3	27	24	3	11.1	11	10	1	9.1
SL	153	117	36	23.5	23	16	7	30.4	12	7	5	41.7	9	4	5	55.6	3	1	2	66.7
SN	515	413	102	19.8	77	50	27	35.1	32	21	11	34.4	11	6	5	45.5	6	6	0	0.0
ST	211	137	74	35.1	29	19	10	34.5	10	7	3	30.0	9	6	3	33.3	4	4	0	0.0
SH	460	381	79	17.2	45	32	13	28.9	23	19	4	17.4	8	5	3	37.5	9	4	5	55.6
TH	288	227	61	21.2	46	37	9	19.6	19	16	3	15.8	8	7	1	12.5	5	3	2	40.0
All	19,405	15,294	4,111	21.2	2,132	1,617	515	24.2	918	677	241	26.3	618	436	182	29.4	248	182	66	26.6
BW	3,391	2,775	616	18.2	348	272	76	21.8	147	111	36	24.5	113	84	29	25.7	39	31	8	20.5
BY	4,882	3,966	916	18.8	450	365	85	18.9	184	138	46	25.0	135	96	39	28.9	60	47	13	21.7
BE	1,458	1,001	457	31.3	179	117	62	34.6	79	49	30	38.0	44	28	16	36.4	7	5	2	28.6
BB	298	235	63	21.1	42	28	14	33.3	19	10	9	47.4	16	8	8	50.0	5	5	0	0.0
HB	611	467	144	23.6	70	48	22	31.4	22	15	7	31.8	7	4	3	42.9	3	1	2	66.7
HH	497	366	131	26.4	70	49	21	30.0	40	28	12	30.0	22	12	10	45.5	12	10	2	16.7
HE	1,207	959	248	20.5	150	117	33	22.0	49	40	9	18.4	42	32	10	23.8	20	11	9	45.0
MV	257	127	130	50.6	40	30	10	25.0	15	11	4	26.7	8	5	3	37.5	1	1	0	0.0
NI	1,766	1,382	384	21.7	190	155	35	18.4	92	74	18	19.6	61	48	13	21.3	25	19	6	24.0
NW	3,065	2,497	568	18.5	329	243	86	26.1	155	114	41	26.5	115	80	35	30.4	41	27	14	34.1
RP	866	668	198	22.9	100	84	16	16.0	43	36	7	16.3	27	24	3	11.1	11	10	1	9.1
SL	159	123	36	22.6	25	18	7	28.0	13	8	5	38.5	10	5	5	50.0	5	3	2	40.0
SN	525	422	103	19.6	78	51	27	34.6	33	22	11	33.3	12	7	5	41.7	9	9	0	0.0
ST	230	156	74	32.2	34	24	10	29.4	12	9	3	25.0	11	8	3	27.3	4	4	0	0.0
SH	460	381	79	17.2	45	32	13	28.9	23	19	4	17.4	8	5	3	37.5	9	4	5	55.6
TH	324	258	66	20.4	49	40	9	18.4	20	17	3	15.0	8	7	1	12.5	5	3	2	40.0
All	19,996	15,783	4,213	21.1	2,199	1,673	526	23.9	946	701	245	25.9	639	453	186	29.1	256	190	66	25.8

Source: GWK survey of states.

6. Proportion of academic leadership positions held by women

- 6.1 Averages for the periods 1996-2000 and 2001-2005, and for 2006 to 2009
- 6.2 Charts showing proportion holding various positions
- 6.3 Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2009
- 6.4 Chart: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2009

Proportion of academic leadership positions held by women
Averages for the periods 1996-2000 and 2001-2005, and for 2006 to 2009

Position	Average 1996-2000 ¹				Average 2001-2005 ¹				In 2006				In 2007 ³				In 2008 ³				In 2009 ^{2,3}			
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
		Number	Number	Proportion %		Number	Number	Proportion %		Number	Number	Proportion %		Number	Number	Proportion ¹ %		Number	Number	Proportion ¹ %		Number	Number	Proportion ¹ %
(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)
Rector president	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	354	314	40	11,3
Founding rector, founding 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	8	6	2	25,0
Prorector vice president	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	705	549	156	22,1
Chancellor	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	320	250	70	21,9
All	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	1.387	1.119	268	19,3

¹ Rounding differences

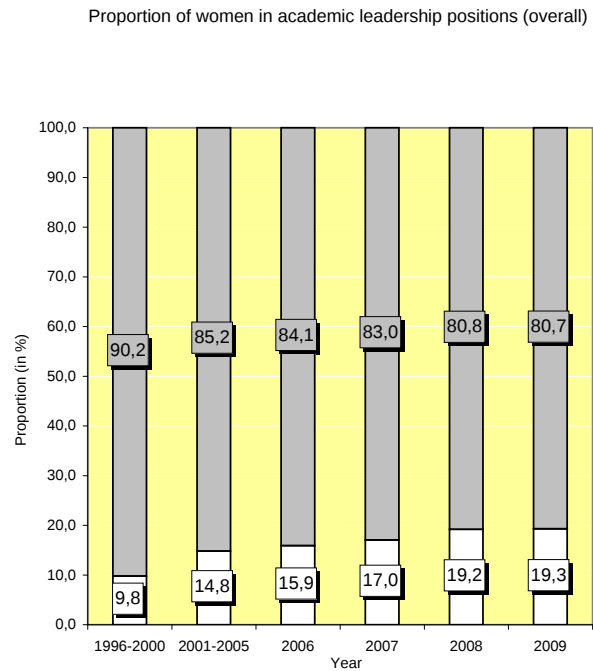
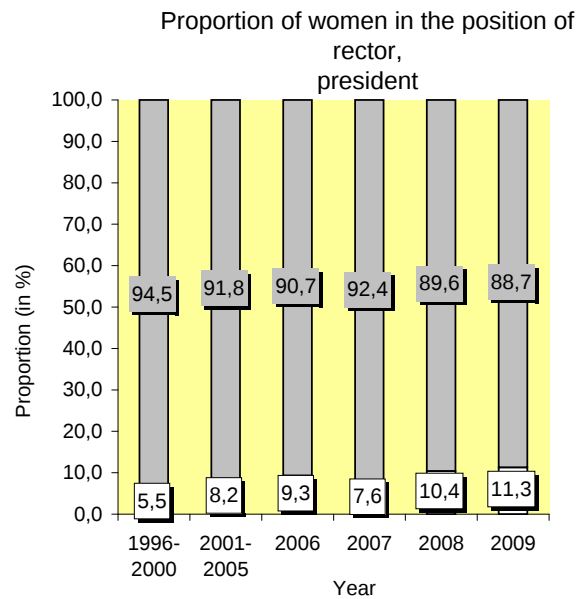
² As at: 31.12.2009

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

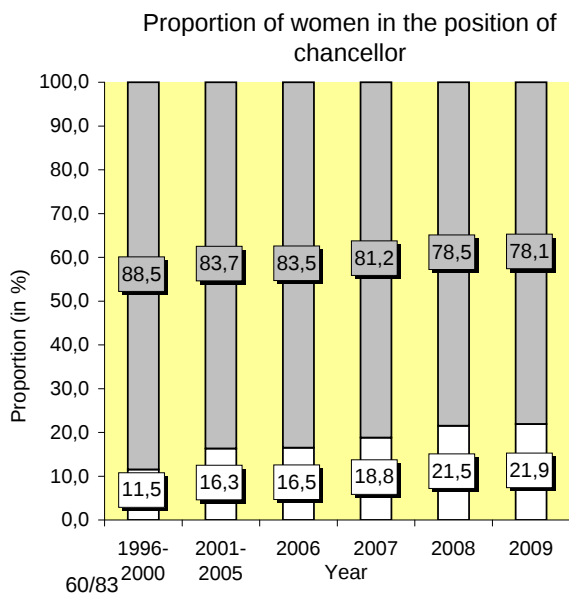
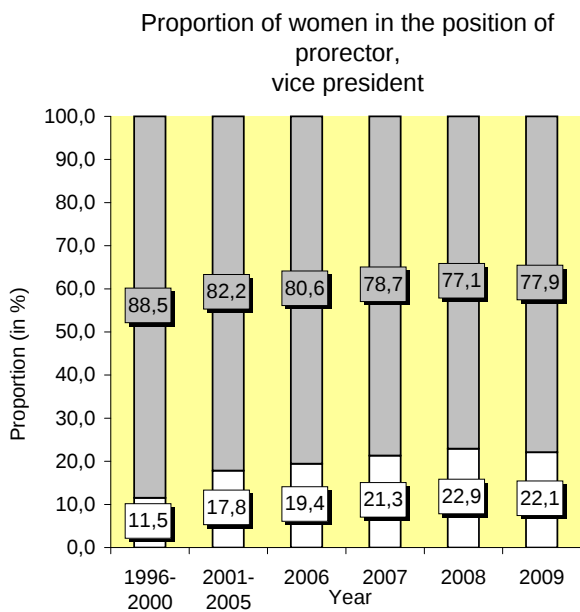
Note: In Lower Saxony (NI), chancellors have been referred to as "vice presidents" since 2002.

Table 6.2

Charts showing proportion holding various academic leadership positions



□ Women □ Men



Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2009

State	2003			2004			2005			2006			2007			2008			2009		
	Total	Women		Total	Women		Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
		Number	Proportion %		Number	Proportion %		Number	Proportion %		Number	Proportion %		Number	Proportion %		Number	Proportion %		Number	Proportion %
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
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	522	130	24,9%
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	605	121	20,0%
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	225	61	27,1%
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	18	6	33,3%
Bremen	0	0	0	0	0	0	0	1	0	66	10	15,2	26	5	19,2	24	5	20,8	12	5	41,7%
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	85	22	25,9%
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	146	26	17,8%
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	44	6	13,6%
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	147	61	41,5%
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	315	77	24,4%
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	172	29	16,9%
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	14	4	28,6%
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	96	20	20,8%
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	64	7	10,9%
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	47	13	27,7%
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	74	15	20,3%
All Germany	2.042	411	20,1	2.502	485	19,4	2.202	438	19,9	2.313	475	20,5	2.395	565	23,6	2.720	615	22,6	2.586	603	23,3%

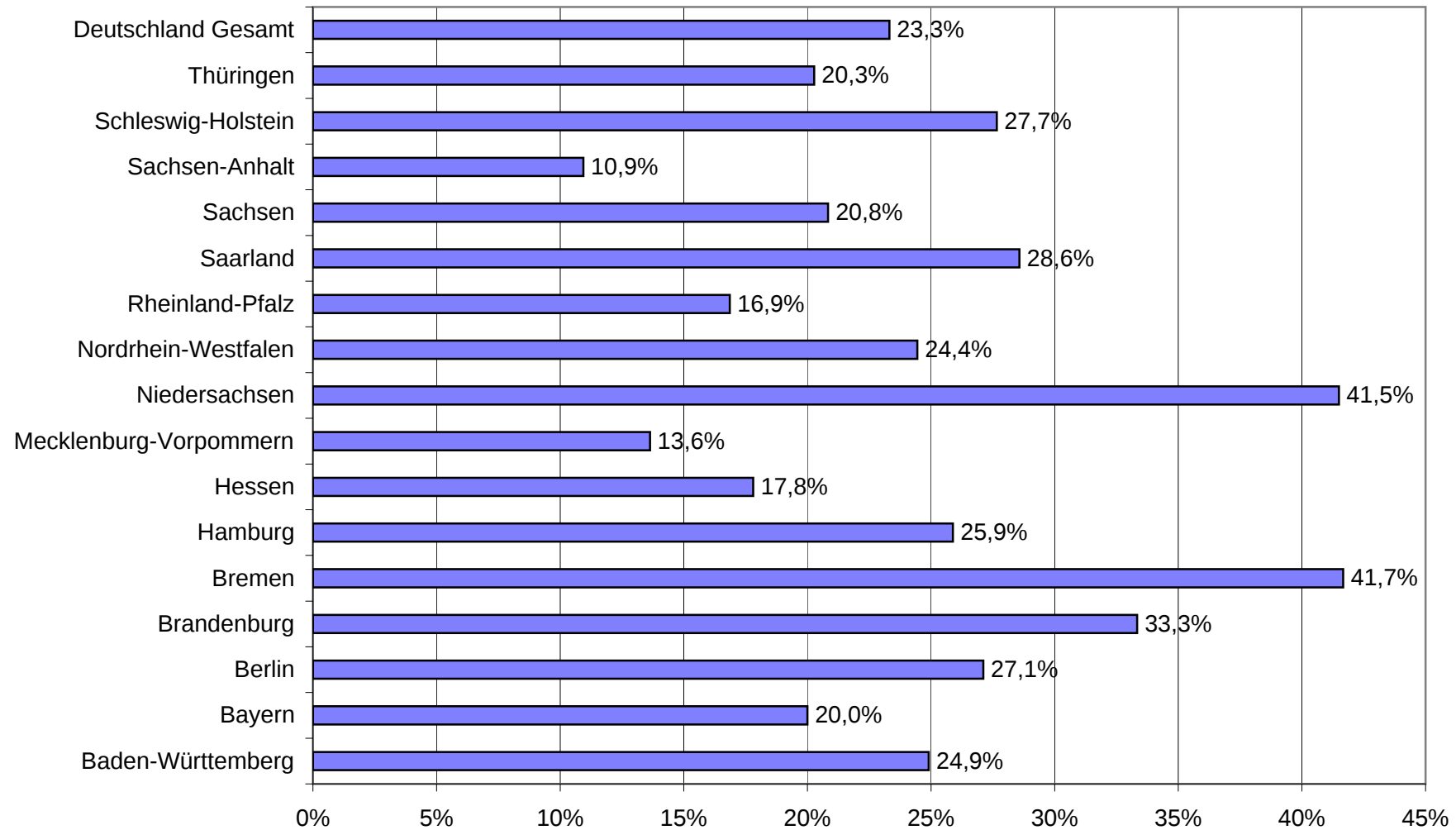
Source: CEWS survey of HE institutions

Survey date: 31.12.2009

Number of HE institutions surveyed: 356
Number of HE institutions replied: 324
Return rate in percent: 91,0%
Of which, HE institutions with a body relevant to survey: 267
Of which, HE institutions with no body relevant to survey: 57

Table 6.3

Chart 6.4: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2009



7. All personnel and female personnel in leadership positions at non-academic research establishments (FhG, HGF, MPG, WGL) grouped by seniority, 1992 to 2009

- 7.1 Averages for years 1992-1996, 1997-2001, 2002-2006
- 7.2 From 2002 to 2009

All scientific 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 ⁷				Average 1997-2001 ⁷				Average 2002-2006 ⁷			
	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
S (C4) ¹	225	222	3	1,5	242	235	7	2,9	235	224	11	4,5
S (W3) ¹									34	31	3	7,7
S (C4/W3) comb.									268	255	13	4,9
S (C3) ²	184	176	8	4,1	211	182	29	13,6	158	127	31	19,5
S (W2) ²									50	36	14	28,5
S (C3/W2) comb.									208	163	45	21,6
E15 ÜTVöD, ATB, S (B2, B3)	76	75	1	1,3	56	55	0	0,7	49	47	2	3,7
All	485	473	12	2,5	509	473	36	7,1	525	465	60	11,4
S (C4) ¹	86	84	2	2,8	84	79	5	6,4	107	101	5	5,1
S (W3) ¹									6	5	1	13,3
S (C4/W3) comb.									113	106	6	5,5
S (C3) ²	37	36	1	2,7	39	34	5	11,9	31	27	4	12,2
S (W2) ²									4	4	0	5,3
S (C3/W2) comb.									35	31	4	11,4
E15 ÜTVöD, ATB, S (B2, B3)	206	195	12	5,7	182	171	11	5,8	186	168	17	9,3
All	330	315	15	4,6	305	284	21	6,8	333	306	27	8,2
S (C4) ¹	64	64	0	0,0	61	61	0	0,0	36	35	0	1,1
S (W3) ¹									1	1	0	0,0
S (C4/W3) comb.									37	36	0	1,1
S (C3) ²	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
S (W2) ²									0	0	0	0,0
S (C3/W2) comb.									0	0	0	0,0
E15 ÜTVöD, ATB, S (B2, B3)	238	230	8	3,3	227	219	9	3,8	299	290	9	3,1
All	301	293	8	2,6	289	280	9	3,0	336	326	10	2,9
S (C4) ¹	201	200	1	0,3	213	210	3	1,5	194	188	6	3,2
S (W3) ¹									14	14	0	1,4
S (C4/W3) comb.									208	202	6	3,1
S (C3) ²	23	23	0	0,0	41	40	1	2,0	37	34	3	8,6
S (W2) ²									3	3	0	11,8
S (C3/W2) comb.									41	37	4	8,8
E15 ÜTVöD, ATB, S (B2, B3)	447	441	6	1,3	393	384	9	2,3	310	296	14	4,4
All	671	664	7	1,0	647	634	13	2,0	559	535	24	4,2
S (C4) ¹	576	570	6	1,1	600	584	16	2,6	571	548	23	4,0
S (W3) ¹									55	51	4	6,6
S (C4/W3) comb.									626	600	26	4,2
S (C3) ²	244	235	9	3,5	290	256	34	11,7	227	189	38	16,7
S (W2) ²									57	42	15	26,0
S (C3/W2) comb.									284	231	53	18,5
E15 ÜTVöD, ATB, S (B2, B3)	966	940	27	2,8	856	830	29	3,3	843	801	42	5,0
All	1.787	1.745	42	2,3	1.749	1.670	78	4,5	1.753	1.632	121	6,9

¹ Including C4q.

² In some instances including C2.

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

⁴ Figures for 1999 were based on all Leibniz institutes except ZBL and TIB. In 2001, 71 of the 79 institutes took part in the survey.

⁵ Scientific management at MPG from 1999 onwards below S (C4).

⁶ 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.

⁷ Rounding differences

* **Retroactive error corrections in 2003 (HGF and overall) and 2004 (WGL, HGF, and overall).**

Source: GWK survey of non-academic research establishments.

Table 7.1

All scientific staff and women in leadership positions at non-academic research establishments, grouped by seniority, 2002 to 2009
- excluding office/general administration roles -

Seniority	2002				2003				2004				2005				2006				2007				2008				2009			
	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -
(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)	(30)	(31)	(32)	(33)
S (C4) ¹	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	37	37	0	0.0
S (W3) ¹					0	0	0	0.0	33	32	1	3.0	55	50	5	9.1	80	73	7	8.8	129	117	12	9.3	180	162	18	10.0	235	213	22	9.4
S (C4/W3) comb.					273	262	11	4.0	272	260	12	4.4	262	247	15	5.7	265	249	16	6.0	267	249	18	6.7	267	247	20	7.5	272	250	22	8.1
S (C3, C2) ²	215	170	45	20.9	189	149	40	21.2	161	128	33	20.5	131	107	24	18.3	95	83	12	12.6	67	59	8	11.9	52	47	5	9.6	45	40	5	11.1
S (W2, W1) ²					0	0	0	0.0	33	24	9	27.3	85	62	23	27.1	131	92	39	29.8	185	129	56	30.3	232	160	72	31.0	266	178	88	33.1
S (C3/W2) comb.					189	149	40	21.2	194	152	42	21.6	216	169	47	21.8	226	175	51	22.6	252	188	64	25.4	284	207	77	27.1	311	218	93	29.9
E15 ÜTVdD, ATB, S (B2, B3)	46	44	2	4.3	51	49	2	3.9	52	51	1	1.9	50	48	2	4.0	44	42	2	4.5	35	34	1	2.9	32	31	1	3.1	28	27	1	3.6
All	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	554	471	83	15.0	583	485	98	16.8	611	495	116	19.0
S (C4) ¹	75	71	4	5.4	0	0	0	0.0	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	87	83	4	4.6
S (W3) ¹					0	0	0	0.0	3	3	0	0.0	2	1	1	50.0	25	22	3	12.0	38	33	5	13.2	51	45	6	11.8	82	68	14	17.1
S (C4/W3) comb.					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	169	151	18	10.7
S (C3, C2) ²	44	40	4	9.1	0	0	0	0.0	47	39	8	17.0	38	34	4	10.5	27	24	3	11.1	35	33	2	5.7	33	31	2	6.1	41	38	3	7.3
S (W2) ²					0	0	0	0.0	4	4	0	0.0	3	3	0	0.0	12	11	1	8.3	8	7	1	12.5	8	7	1	12.5	24	20	4	16.7
S (C3/W2) comb.					46	41	5	10.9	51	43	8	15.7	41	37	4	9.8	39	35	4	10.3	43	40	3	7.0	41	38	3	7.3	65	58	7	10.8
E15 ÜTVdD, 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	116	101	15	12.9
All	283	262	21	7.4	320	289	31	9.7	391	360	31	7.9	400	368	32	8.0	395	363	32	8.1	318	294	24	7.5	280	255	25	8.9	350	310	40	11.4
S (C4) ¹	57	57	0	0.0	59	58	1	1.7	0	0	0	0.0	63	62	1	1.6	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	4	4	0	0.0
S (W3) ¹					0	0	0	0.0	0	0	0	0.0	5	5	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	64	62	2	3.1
S (C4/W3) comb.					59	58	1	1.7	64	63	1	1.6	68	67	1	1.5	81	80	1	1.2	78	76	2	2.6	74	72	2	2.7	68	66	2	2.9
S (C3, C2) ²	-	-	-	-	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
S (W2) ²					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	5	5	0	0.0
S (C3/W2) comb.					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	5	5	0	0.0
E15 ÜTVdD, ATB, S (B2, B3)	322	313	9	2.8	286	276	10	3.5	313	304	9	2.9	313	304	9	2.9	262	253	9	3.4	271	263	8	3.0	232	226	6	2.6	220	215	5	2.3
All	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	349	339	10	2.9	306	298	8	2.6	293	286	7	2.4
S (C4) ¹	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	98	93	5	5.1
S (W3) ¹					34	33	1	2.9	0	0	0	0.0	8	8	0	0.0	29	29	0	0.0	61	58	3	4.9	102	94	8	7.8	131	120	11	8.4
S (C4/W3) comb.					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	229	213	16	7.0
S (C3, C2) ²	40	39	1	2.5	38	36	2	5.3	33	28	5	15.2	38	34	4	10.5	38	34	4	10.5	39	34	5	12.8	29	25	4	13.8	23	21	2	8.7
S (W2) ²					0	0	0	0.0	1	1	0	0.0	3	3	0	0.0	13	11	2	15.4	26	24	2	7.7	37	34	3	8.1	45	37	8	17.8
S (C3/W2) comb.					38	36	2	5.3	34	29	5	14.7	41	37	4	9.8	51	45	6	11.8	65	58	7	10.8	66	59	7	10.6	68	58	10	14.7
E15 ÜTVdD, 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	249	233	16	6.4
All	622	605	17	2.7	561	541	20	3.6	522	498	24	4.6	586	559	27	4.6	502	472	30	6.0	592	556	36	6.1	564	523	41	7.3	546	504	42	7.7
S (C4) ¹	621	599	22	3.5	505	488	17	3.4	589	565	24	4.1	643	615	28	4.4	497	475	22	4.4	421	400	21	5.0	315	299	16	5.1	226	217	9	4.0
S (W3) ¹					34	33	1	2.9	36	35	1	2.8	70	64	6	8.6	134	124	10	7.5	228	208	20	8.8	333	301	32	9.6	512	463	49	9.6
S (C4/W3) comb.					616	593	23	3.7	689	663	26	3.8	713	679	34	4.8	712	679	33	4.6	727	684	43	5.9	722	672	50	6.9	738	680	58	7.9
S (C3) ²	299	249	50	16.7	227	185	42	18.5	241	195	46	19.1	207	175	32	15.5	160	141	19	11.9	141	126	15	10.6	114	103	11	9.6	109	99	10	9.2
S (W2) ²					0	0	0	0.0	38	29	9	23.7	91	68	23	25.3	156	114	42	26.9	219	160	59	26.9	277	201	76	27.4	340	240	100	29.4
S (C3/W2) comb.					273	226	47	17.2	279	224	55	19.7	298	243	55	18.5	316	255	61	19.3	360	286	74	20.6	391	304	87	22.3	449	339	110	24.5
E15 ÜTVdD, ATB, S (B2, B3)	895	861	34	3.8	850	805	45	5.3	840	801	39	4.6	884	840	44	5.0	747	700	47	6.3	726	690	36	5.0	620	585	35	5.6	613	576	37	6.0
All	1.815	1.709	106	5.8	1.739	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	1.800	1.595	205	11.4

¹ Including C4q.

² In some instances including C2.

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

⁴ Figures for 1999 were based on all Leibniz institutes except ZBL and TIB. In 2001, 71 of the 79 institutes took part in the survey.

⁵ Scientific management at MPG from 1999 onwards below S (C4).

⁶ 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.

⁷ Rounding differences

* **Retroactive error corrections in 2003 (HGF and overall) and 2004 (WGL, HGF, and overall).**

Source: GWK survey of non-academic research establishments.

8. Proportion of women on supervisory bodies of non-academic research establishments, 2009

- 8.1 Proportion of women on supervisory bodies at the FhG
- 8.2 Proportion of women on supervisory bodies at the HGF
- 8.3 Proportion of women on supervisory bodies at the MPG
- 8.4 Proportion of women on supervisory bodies at the WGL
- 8.5 Proportion of women on supervisory bodies, FhG, HGF, MPG, and WGL combined

Table 8.1

Proportion of women on supervisory bodies, 2009

FhG

- Survey date: 31 December

Establishment	2009			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: FhG	44	40	4	9,1

Data gathered: Management board, honorary members of the general meeting, senate.

Table 8.2

Proportion of women on supervisory bodies, 2009

HGF

- Survey date: 31 December

Establishment	2009			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: HGF	264	199	65	24,6

Data gathered: Supervisory body per centre (supervisory council, "curatorium", or senate) and Helmholtz Senate.

Table 8.3

Proportion of women on supervisory bodies, 2009

MPG

- Survey date: 31 December

Establishment	2009			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: MPG	19	18	1	5,3

Data gathered: Administrative board and management board.

Table 8.4

Proportion of women on supervisory bodies, 2009

WGL

- Survey date: 31 December

Establishment	2009			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: WGL	648	538	110	17,0

This data refers to the scientific advisory boards of the individual Leibniz establishments. These are not classic supervisory bodies, however, as they function in a more advisory capacity

Table 8.5

Proportion of women on supervisory bodies, 2009

FhG, HGF, MPG, WGL combined

- Survey date: 31 December

Establishment	2009			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment:	975	795	180	18,5

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

9.1 Newly filled leadership positions on scientific staff (2009) (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 Ongoing: Proportion of women employed on scientific staff, overall (2009) (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 (2009)

Table 9.1.1

Newly filled leadership positions on scientific staff at non-academic research establishments (2009)

- excluding office/general administration roles -

FhG

Seniority/position	2009					
	Newly filled roles Total	Of which:				
		Men	Women	Prop. women - % -	Of which women on temp. contracts	
					Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Fraunhofer-Gesellschaft e.V.						
Remuneration group:						
S (W3)	3	3	0	0,0	0	0,0
S (W2)	4	4	0	0,0	0	0,0
E15 ÜTVöD (sci. staff)	4	4	0	0,0	0	0,0
All	11	11	0	0,0	0	0,0
Position:						
Institute management ¹	14	13	1	7,1	0	0,0
Dep. institute management ¹	5	5	0	0,0	0	0,0
Department management ²	44	39	5	11,4	0	0,0
Dep. department management ²	10	8	2	20,0	0	0,0
Total	73	65	8	11,0	0	0,0

¹ Scientific/commercial management

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

² Also includes management of research areas and independent junior researcher groups

Table 9.1.2

Newly filled leadership positions on scientific staff at non-academic research establishments (2009)

- excluding office/general administration roles -

HGF

Seniority/position	2009					
	Newly filled roles Total	Of which:				
		Men	Women	Prop. women - % -	Of which women on temp. contracts	
(1)	(2)	(3)	(4)	(5)	Number (6)	Proportion - % - (7)
Helmholtz Association of National Research Centers (HGF)						
Remuneration group:						
S (W3)	26	25	1	3,8	0	0,0
S (W2)	10	6	4	40,0	1	25,0
E15 ÜTVöD (sci. staff)	4	3	1	25,0	1	100,0
All	40	34	6	15,0	2	33,3
Position:						
Institute management ¹	18	18	0	0,0	0	0,0
Dep. institute management ¹	4	3	1	25,0	1	100,0
Department management ²	53	43	10	18,9	5	50,0
Dep. department management ²	11	9	2	18,2	1	50,0
Total	86	73	13	15,1	7	53,8

¹ Scientific/commercial management

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

² Also includes management of research areas and independent junior researcher groups

Table 9.1.3

Newly filled leadership positions on scientific staff at non-academic research establishments (2009)

- excluding office/general administration roles -

MPG

Seniority/position	2009					
	Newly filled roles Total	Of which:				
		Men	Women	Prop. women - % -	Of which women on temp. contracts	
(1)	(2)	(3)	(4)	(5)	Number (6)	Proportion - % - (7)
Max Planck Society						
Remuneration group:						
S (W3)	9	7	2	22,2	0	0,0
S (W2)	25	16	9	36,0	9	100,0
E15 ÜTVöD (sci. staff)	0	0	0	0,0	0	0,0
All	34	23	11	32,4	9	81,8
Position:						
Institute management ¹	9	7	2	22,2	0	0,0
Dep. institute management ¹	0	0	0	0,0	0	0,0
Department management ²	34	23	11	32,4	9	81,8
Dep. department management ²	0	0	0	0,0	0	0,0
Total	43	30	13	30,2	9	69,2

¹ Scientific/commercial management

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

² Also includes management of research areas and independent junior researcher groups

Table 9.1.4

Newly filled leadership positions on scientific staff at non-academic research establishments (2009)

- excluding office/general administration roles -

WGL

Seniority/position	2009					
	Newly filled roles Total	Of which:			Of which women on temp. contracts	
		Men	Women	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Scientific Community Gottfried Wilhelm Leibniz (Leibniz Community)						
Remuneration group:						
S (W3)	8	5	3	37,5	1	33,3
S (W2)	7	5	2	28,6	2	100,0
E15 ÜTVöD (sci. staff)	3	0	3	100,0	1	33,3
All	18	10	8	44,4	4	50,0
Position:						
Institute management ¹	4	4	0	0,0	0	0,0
Dep. institute management ¹	2	1	1	50,0	1	100,0
Department management ²	29	18	11	37,9	5	45,5
Dep. department management ²	9	5	4	44,4	1	25,0
Total	44	28	16	36,4	7	43,8

¹ Scientific/commercial management

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

² Also includes management of research areas and independent junior researcher groups

Table 9.1.5

Newly filled leadership positions on **scientific staff** at non-academic research establishments (2009)

- excluding office/general administration roles -

FhG, HGF, MPG, WGL combined

Seniority/position	2009					
	Newly filled roles Total	Of which:			Of which women on temp. contracts	
		Men	Women	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Remuneration group:						
S (W3)	46	40	6	13,0	1	16,7
S (W2)	46	31	15	32,6	12	80,0
E15 ÜTVöD (sci. staff)	11	7	4	36,4	2	50,0
All	103	78	25	24,3	15	60,0
Position:						
Institute management ¹	45	42	3	6,7	0	0,0
Dep. institute management ¹	11	9	2	18,2	2	100,0
Department management ²	160	123	37	23,1	19	51,4
Dep. department management ²	30	22	8	26,7	2	25,0
Total	246	196	50	20,3	23	46,0

* 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.

¹ Scientific/commercial management

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

² Also includes management of research areas and independent junior researcher groups

³ 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 Ongoing: Overall proportion of women employed at non-academic research establishments in 2009

- including office/general administration roles -

Item	Establishment: FhG											
	Scientific staff ¹				Administrative, technical, and other staff				Total scientific and non-scientific staff			
	Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Remuneration group:												
S (C4)	4	4	0	0,0	0	0	0	0,0	4	4	0	0,0
S (W3)	64	62	2	3,1	1	1	0	0,0	65	63	2	3,1
S (C4/W3) combined	68	66	2	2,9	1	1	0	0,0	69	67	2	2,9
S (C3, C2)	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
S (W2)	5	5	0	0,0	0	0	0	0,0	5	5	0	0,0
S (C3, C2/W2) combined	5	5	0	0,0	0	0	0	0,0	5	5	0	0,0
E15 ÜTVöD, ATB, S (B2, B3)	220	215	5	2,3	36	32	4	11,1	256	247	9	3,5
All	293	286	7	2,4	37	33	4	10,8	330	319	11	3,3
E15 TVöD	742	674	68	9,2	120	82	38	31,7	862	756	106	12,3
E14 TVöD	2.645	2.247	398	15,0	207	84	123	59,4	2.852	2.331	521	18,3
E12 and 13 TVöD	3.187	2.499	688	21,6	204	83	121	59,3	3.391	2.582	809	23,9
Post-doctoral students	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
Doctoral students	279	176	103	36,9	6	3	3	50,0	285	179	106	37,2
Student assistants ¹	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0
Total	7.146	5.882	1.264	17,7	574	285	289	50,3	7.720	6.167	1.553	20,1
Position:												
Institute management ²									94	89	5	5,3
Dep. institute management ²									71	68	3	4,2
Department management ³									597	543	54	9,0
Dep. department management ³									160	131	29	18,1
Total									922	831	91	9,9

* 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.

¹ Scientific staff not having completed final examinations, also including student assistants with intermediate examinations and with or without intermediate diploma.

² Scientific/commercial management

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

³ Also includes management of research areas and independent junior researcher groups

⁴ Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

Table 9.2.2 Ongoing: Overall proportion of women employed at non-academic research establishments in 2009

- including office/general administration roles -

Item	Establishment: HGF											
	Scientific staff ⁴				Administrative, technical, and other staff				Total scientific and non-scientific staff			
	Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Remuneration group:												
S (C4)	98	93	5	5,1	14	14	0	0,0	112	107	5	4,5
S (W3)	131	120	11	8,4	25	24	1	4,0	156	144	12	7,7
S (C4/W3) combined	229	213	16	7,0	39	38	1	2,6	268	251	17	6,3
S (C3, C2)	23	21	2	8,7	1	0	1	100,0	24	21	3	12,5
S (W2)	45	37	8	17,8	4	4	0	0,0	49	41	8	16,3
S (C3, C2/W2) combined	68	58	10	14,7	5	4	1	20,0	73	62	11	15,1
E15 ÚTVöD, ATB, S (B2, B3)	249	233	16	6,4	91	78	13	14,3	340	311	29	8,5
All	546	504	42	7,7	135	120	15	11,1	681	624	57	8,4
E15 TVöD	1.114	995	119	10,7	168	123	45	26,8	1.282	1.118	164	12,8
E14 TVöD	3.852	3.129	723	18,8	589	350	239	40,6	4.441	3.479	962	21,7
E12 and 13 TVöD	2.659	1.924	735	27,6	831	549	282	33,9	3.490	2.473	1.017	29,1
Post-doctoral students	1.547	982	565	36,5	17	8	9	52,9	1.564	990	574	36,7
Doctoral students	2.665	1.442	1.223	45,9	3	1	2	66,7	2.668	1.443	1.225	45,9
Student assistants¹	1.530	1.012	518	33,9	215	129	86	40,0	1.745	1.141	604	34,6
Total	13.913	9.988	3.925	28,2	1.958	1.280	678	34,6	15.871	11.268	4.603	29,0
Position:												
Institute management ²	168	158	10	6,0	60	53	7	11,7	228	211	17	7,5
Dep. institute management ²	78	71	7	9,0	24	21	3	12,5	102	92	10	9,8
Department management ³	893	752	141	15,8	326	243	83	25,5	1.219	995	224	18,4
Dep. department management ³	159	140	19	11,9	112	76	36	32,1	271	216	55	20,3
Total	1.298	1.121	177	13,6	522	393	129	24,7	1.820	1.514	306	16,8

¹ Student assistants not having completed final examinations

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

³ Also independent research groups

⁴ Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

Table 9.2.3 Ongoing: Overall proportion of women employed at non-academic research establishments in 2009

- including office/general administration roles -

Item	Establishment: MPG											
	Scientific staff ⁴				Administrative, technical, and other staff				Total scientific and non-scientific staff			
	Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Remuneration group:												
S (C4) S (B3-B11)	37	37	0	0,0	10	7	3	30,0	47	44	3	6,4
S (W3)	235	213	22	9,4					235	213	22	9,4
S (C4/W3) combined	272	250	22	8,1	10	7	3	30,0	282	257	25	8,9
S (C3, C2)	45	40	5	11,1					45	40	5	11,1
S (W2/W1)	266	178	88	33,1					266	178	88	33,1
S (C3, C2/W2, W1) combined	311	218	93	29,9					311	218	93	29,9
E15 UTvöD, ATB	28	27	1	3,6	19	13	6	31,6	47	40	7	14,9
All	611	495	116	19,0	29	20	9	31,0	640	515	125	19,5
E15 TVöD	501	452	49	9,8	41	23	18	43,9	542	475	67	12,4
E14 TVöD	1.508	1.156	352	23,3	229	142	87	38,0	1.737	1.298	439	25,3
E13 TVöD	2.379	1.536	843	35,4	208	145	63	30,3	2.587	1.681	906	35,0
Post-doctoral students	1.320	879	441	33,4					1.320	879	441	33,4
Doctoral students	3.503	2.064	1.439	41,1					3.503	2.064	1.439	41,1
Student assistants¹	1.639	778	861	52,5					1.639	778	861	52,5
Total	11.461	7.360	4.101	35,8	507	330	177	34,9	11.968	7.690	4.278	35,7
Position:												
Institute management ²	272	250	22	8,1	76	48	28	36,8	348	298	50	14,4
Dep. institute management ²												
Department management ³	583	468	115	19,7					583	468	115	19,7
Dep. department management ³												
Total	855	718	137	16,0	76	48	28	36,8	931	766	165	17,7

¹ Student assistants not having completed final examinations

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

³ Also includes management of research areas and independent junior researcher groups

⁴ Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

Table 9.2.4 Ongoing: Overall proportion of women employed at non-academic research establishments in 2009

- including office/general administration roles -

Item	Establishment: WGL											
	Scientific staff ⁴				Administrative, technical, and other staff				Total scientific and non-scientific staff			
	Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Remuneration group:												
S (C4)	87	83	4	4,6	0	0	0	0,0	87	83	4	4,6
S (W3)	82	68	14	17,1	0	0	0	0,0	82	68	14	17,1
S (C4/W3) combined	169	151	18	10,7	0	0	0	0,0	169	151	18	10,7
S (C3, C2)	41	38	3	7,3	0	0	0	0,0	41	38	3	7,3
S (W2)	24	20	4	16,7	1	1	0	0,0	25	21	4	16,0
S (C3, C2/W2) combined	65	58	7	10,8	1	1	0	0,0	66	59	7	10,6
E15 UTVöD, ATB, S (B2, B3)	116	101	15	12,9	18	12	6	33,3	134	113	21	15,7
All	350	310	40	11,4	19	13	6	31,6	369	323	46	12,5
E15 TVöD	392	321	71	18,1	32	21	11	34,4	424	342	82	19,3
E14 TVöD	1.907	1.366	541	28,4	94	57	37	39,4	2.001	1.423	578	28,9
E12 and 13 TVöD	3.887	2.051	1.836	47,2	98	44	54	55,1	3.985	2.095	1.890	47,4
Post-doctoral students	1.078	605	473	43,9	10	3	7	70,0	1.088	608	480	44,1
Doctoral students	2.229	1.123	1.106	49,6	0	0	0	0,0	2.229	1.123	1.106	49,6
Student assistants¹	1.690	793	897	53,1	150	61	89	59,3	1.840	854	986	53,6
Total	11.533	6.569	4.964	43,0	403	199	204	50,6	11.936	6.768	5.168	43,3
Position:												
Institute management²	116	108	8	6,9	138	55	83	60,1	254	163	91	35,8
Dep. institute management²	66	55	11	16,7	10	4	6	60,0	76	59	17	22,4
Department management³	547	442	105	19,2	271	116	155	57,2	818	558	260	31,8
Dep. department management³	136	103	33	24,3	28	10	18	64,3	164	113	51	31,1
Total	865	708	157	18,2	447	185	262	58,6	1.312	893	419	31,9

¹ Student assistants not having completed final examinations

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

³ Also includes management of research areas and independent junior researcher groups

⁴ Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

Table 9.2.5 Ongoing: Overall proportion of women employed at non-academic research establishments in 2009

- including office/general administration roles -

Item	FhG, HGF, MPG, WGL combined											
	Scientific staff ⁵				Administrative, technical, and other staff				Total scientific and non-scientific staff			
	Total	Of which:			Total	Of which:			Total	Of which:		
		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)		Men	Women	Prop. women (in %)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Remuneration group:												
S (C4)	226	217	9	4,0	24	21	3	12,5	250	238	12	4,8
S (W3)	512	463	49	9,6	26	25	1	3,8	538	488	50	9,3
S (C4/W3) combined	738	680	58	7,9	50	46	4	8,0	788	726	62	7,9
S (C3, C2)	109	99	10	9,2	1	0	1	100,0	110	99	11	10,0
S (W2)	340	240	100	29,4	5	5	0	0,0	345	245	100	29,0
S (C3, C2/W2) combined	449	339	110	24,5	6	5	1	16,7	455	344	111	24,4
E15 UTvöD, ATB, S (B2, B3)	613	576	37	6,0	164	135	29	17,7	777	711	66	8,5
All	1.800	1.595	205	11,4	220	186	34	15,5	2.020	1.781	239	11,8
E15 TVöD	2.749	2.442	307	11,2	361	249	112	31,0	3.110	2.691	419	13,5
E14 TVöD	9.912	7.898	2.014	20,3	1.119	633	486	43,4	11.031	8.531	2.500	22,7
E12 and 13 TVöD	12.112	8.010	4.102	33,9	1.341	821	520	38,8	13.453	8.831	4.622	34,4
Post-doctoral students	3.945	2.466	1.479	37,5	27	11	16	59,3	3.972	2.477	1.495	37,6
Doctoral students	8.676	4.805	3.871	44,6	9	4	5	55,6	8.685	4.809	3.876	44,6
Student assistants¹	4.859	2.583	2.276	46,8	365	190	175	47,9	5.224	2.773	2.451	46,9
Total	44.053	29.799	14.254	32,4	3.442	2.094	1.348	39,2	47.495	31.893	15.602	32,8
Position:												
Institute management ²	556	516	40	7,2	274	156	118	43,1	924	761	163	17,6
Dep. institute management ²	144	126	18	12,5	34	25	9	26,5	249	219	30	12,0
Department management ³	2.023	1.662	361	17,8	597	359	238	39,9	3.217	2.564	653	20,3
Dep. department management ³	295	243	52	17,6	140	86	54	38,6	595	460	135	22,7
Total	3.018	2.547	471	15,6	1.045	626	419	40,1	4.985	4.004	981	19,7

* 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 not having completed final examinations

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

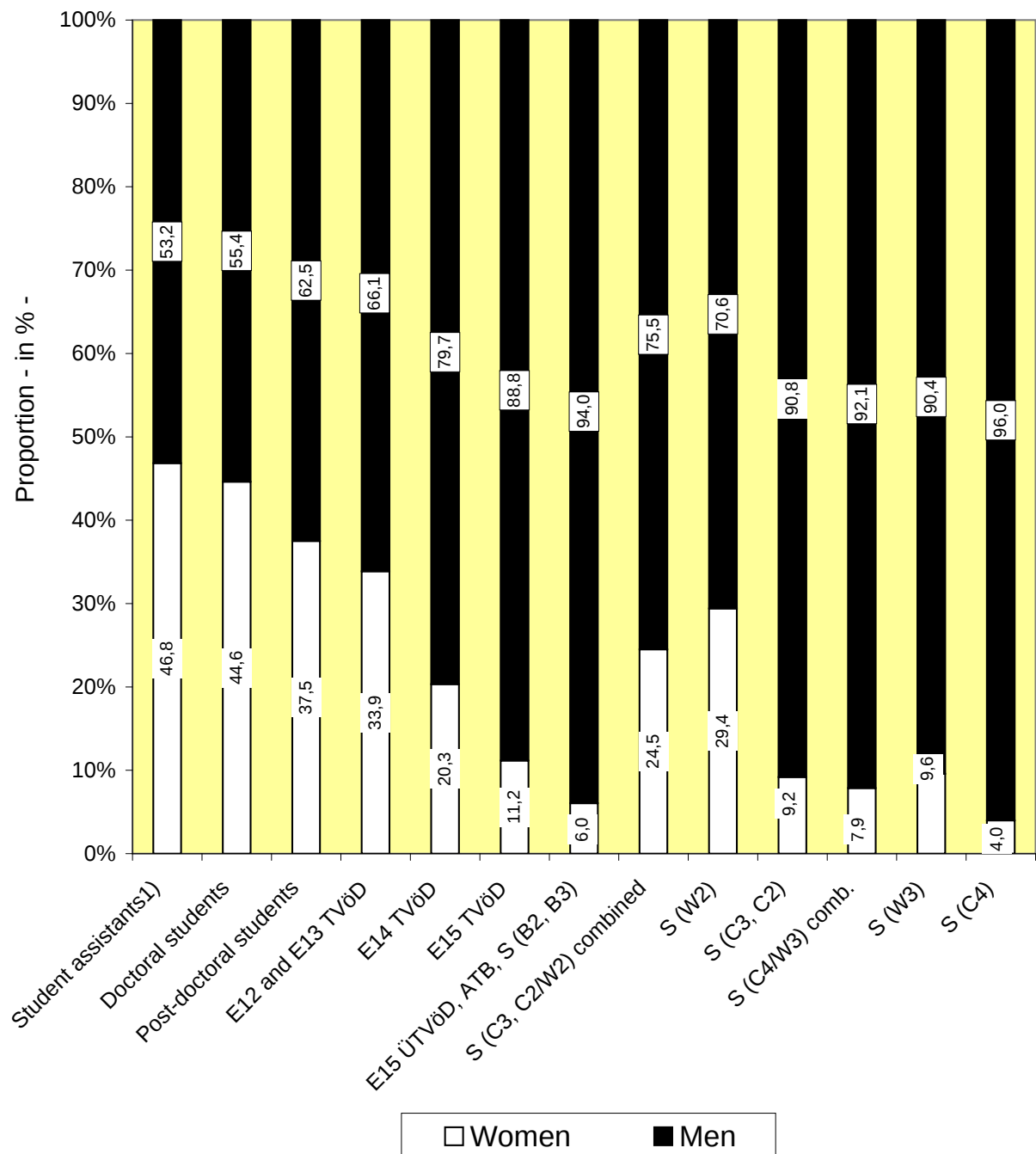
³ Also includes management of research areas and independent junior researcher groups

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

⁵ Here we consider only the publicly funded areas of the non-academic research establishments and exclude third-party and externally-funded personnel.

Chart 9.3.1

Overall proportion of women employed on scientific staff at non-academic research institutions (2009)



¹⁾ Scientific assistants not having completed final examinations, at the FhG this also includes student assistants with intermediate examinations and with or without intermediate diploma.

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