
Equal Opportunities in Science and Research

15th Update to the Data (2009/2010)
on Women in Higher Education Institutions
and Non-academic Research Establishments

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ISBN 978-3-942342-11-7
2011



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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 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 15th update of the data on women in higher education institutions and non-academic research establishments.¹ The dates for the surveys are as follows: 31 Dec. 2009 for the proportion of women at higher education institutions, 31 Dec. 2010 for women in academic appointments at higher education institutions, 31 Dec. 2010 for non-academic establishments, and 31 Dec. 2010 for academic projects.

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*.
- GWK, Materialien der GWK, Number 16: *Chancengleichheit in Wissenschaft und Forschung – Vierzehnte Fortschreibung des Datenmaterials*;
- GWK, Materialien der GWK, Number 18: *Equal Opportunities in Science and Research – 14th Update of 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 2009.
- Proportion of women in academic appointments (applications, calls to post, appointments) in 2010, based on a GWK survey of the federal states.
- Proportion of women in academic leadership positions in 2010, based on data from the German Rectors' Conference (HRK).
- Proportion of women on university councils and academic supervisory bodies in 2010, 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 2010, 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).
- Total proportion of women in academic projects by salary group and in unsalaried project management teams, subdivided into ongoing projects and newly funded projects (2010)

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

The data from the German Federal Statistical Office and that 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.

This publication, "Equal Opportunities in Science and Research", is intended to provide a general overview of a data update.

The Joint Science Conference (GWK) committee adopted this report on 10 May 2011.

Part I

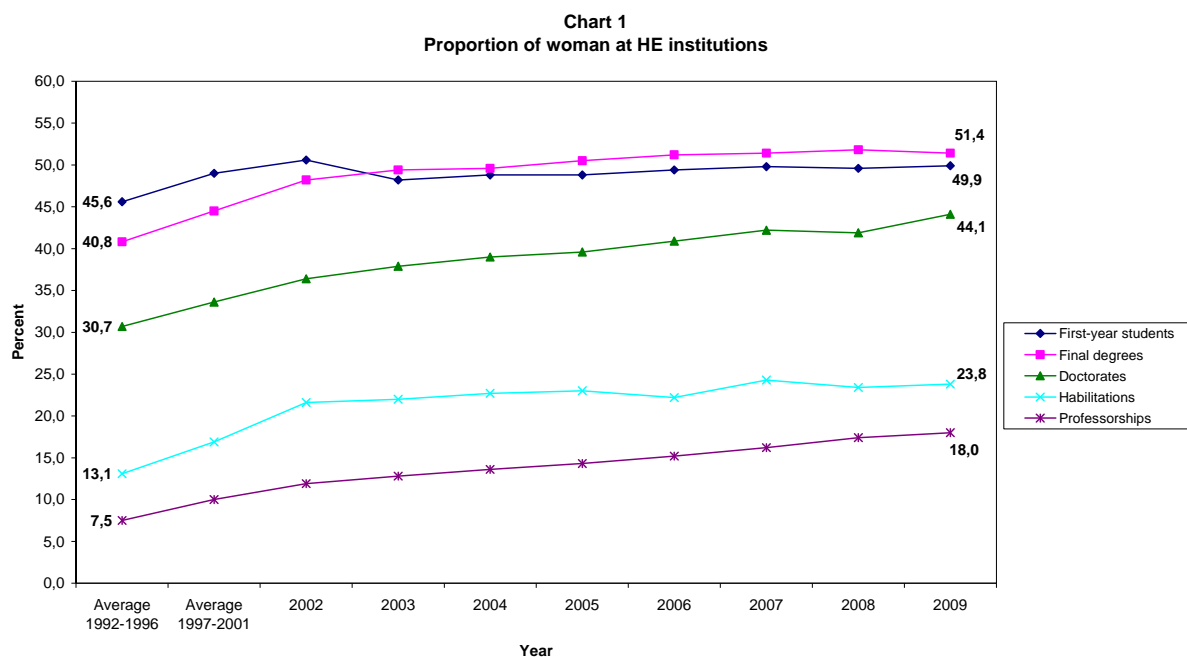
1 Basic Trends

Over the last two decades, the issue of "Equal Opportunities in Science and Research" has been 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 women and men 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 2009, the overall proportions of women at higher education institutions have changed as follows:

- First-year students – 45.6% to 49.9%,
- Final degrees – 40.8% to 51.4%,
- Doctorates – 30.7% to 44.1%,
- Habilitations – 13.1% to 23.8% and
- Professorships – 7.5% to 18.0%

(See Chart 1).



1 Basic Trends

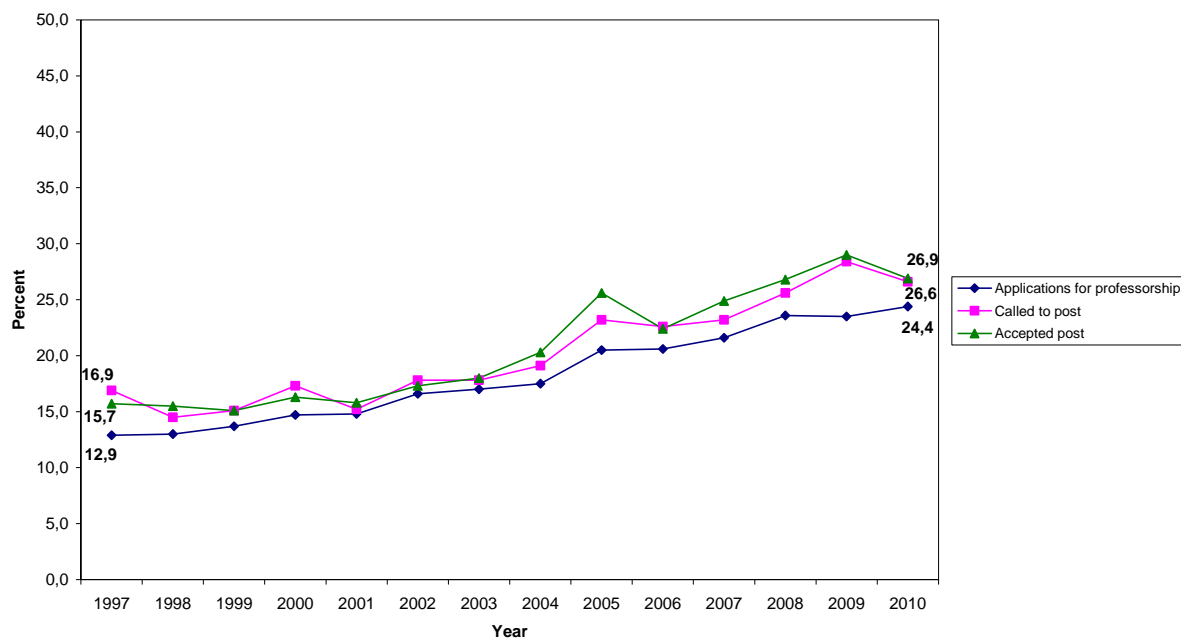
The proportion of women in leadership positions at non-academic establishments (FhG, HGF, MPG, WGL) increased from 2% to 11.3% between 1992 and 2010. However, this proportion is still far lower than that of women at higher education institutions.

Surveys have been carried out since 1997 into the proportion of women obtaining academic appointments. In the period under review, it can be seen that the proportion of women has increased as follows:

- Applications for professorships up from 12.9% to 24.4%,
- Calls to post up from 16.9% to 26.6%,
- Appointments up from 15.7% to 26.9%

(See Chart 2).

Chart 2
Proportion of women in academic appointments



In the period from 1996 (year of the first survey) to 2010, the proportion of academic leadership positions held by women doubled from 9.8% to 20.3%.

The currently collected data shows that the academic and economic potential that female academics represent has not yet been fully realised. Women are still significantly under-represented in high-level positions within the academic system. An increase in female representation in the upper echelons of the academic system depends on increasing the ratio of women at the lower qualification levels within a family-friendly corporate and academic culture, 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 Equality² adopted by the DFG.

² 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 HE INSTITUTIONS

2.2.1 PARTICIPATION IN HIGHER EDUCATION

In 2009, a total of 449,435 school leavers of both sexes met the entrance requirements for higher education³ (cf. Table 1.1.3). Of these, 53.1% (238,748) were women. The total number of students entering higher education (first-year students) was 424,273. Female students made up 49.9% or 211,720 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 2009 in engineering was 22.2% and in mathematics and natural sciences 40.9%, the number on languages and humanities courses was 74.4% (cf. Tables 1.4.3, 1.3.3, and 1.2.3).

In 2009, a total of 307,435 students graduated from institutions of higher education⁴, 158,170 or 51.4% of whom were female.

³ 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).

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

2 Weighted Overview of Current Data

A total 184,278 students earned final degrees at universities and equivalent institutions of higher education⁵, 104,019 or 56.4% of whom were female (*cf. Table 1.1.3*).

In the MINT subjects⁶, the proportion of females among graduating students was 31.4%, of whom 22.8% studied engineering and 40.0% 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 76.9%. 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 (22.2% and 74.4% respectively, *cf. Tables 1.4.3 and 1.2.3*).

Comparing the number and distribution of final degrees in 2009 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 2009 in Germany, 25,084 people were awarded doctorates, 11,067 of whom were women. This corresponds to a proportion of 44.1%. 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, rose by 1,347 in 2008, and fell again slightly by 0.6 percentage points in 2009 (*cf. Table 2.1*). The number of women awarded doctorates rose slightly by 2.2 percentage points from 41.9% in 2008 to 44.1% in 2009.

Compared to the other subject groups, the proportion of women gaining doctorates in the engineering subject group in 2009 is the lowest at 17.1%. It is also worth noting that this proportion is substantially lower than the proportion of women earning final degrees (22.8%, *cf. Table 1.4.3*). In mathematics/natural sciences, the proportion of women being conferred doctorates has risen steadily since 1992, reaching 39.3% in 2009. Women are the recipients of over 50% of the doctorates awarded in veterinary medicine (78.4%), art/art history (62.0%), languages and humanities (54.1%), and human medicine/health sciences (54.9%) (*cf. Table 2.2*).

⁵ 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".

⁶ 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.

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"⁷, which also includes conclusions and a description of actions required, the GWK report "Frauen in MINT-Fächern – Bilanzierung der Aktivitäten im hochschulischen Bereich", 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 2009 in Germany, a total 1,820 people were awarded the habilitation qualification, (2008: 1,800, 2007: 1,881, 2006: 1,993, 2005: 2,001), 433 of whom were women (2008: 422, 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 23.8% (2008: 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 2009 were as follows: human medicine/health sciences 20.2% (165 of a total 816 habilitations), art/art history 64.0% (16 of a total 25 habilitations), languages/humanities 41.0% (143 of a total 349 habilitations) (*cf. Table 3.2*).
- The proportion of women gaining habilitations in the engineering subject group in 2009 was 15.2% (10 of a total 66 habilitations), which is 3.1% lower than the previous year (*cf. Table 3.2*).
- The proportion of women in the mathematics/natural sciences subject group in 2009 was 13.9%, or 47 of a total 337 habilitations, which represents a fall on the previous year of 0.6 percentage points (*cf. Table 3.2*).
- In the MINT subjects, the number of women awarded habilitations in 2009 amounted to 57 of a total 403, or 14.1% (*cf. Table 1.6*).

⁷ - 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 Weighted Overview of Current Data

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 2009 the number of professorships held by women was 7,162 of the total 39,731, which corresponds to 18.0% (*cf. Table 4.1.2.2*). 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 1,337 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 13,200 in 2009. The number of male professors fell slightly in the period studied (1992: 11,609; 2009: 11,405), whereas the number of female professors rose in the same period from 458 (3.8%) in 1992 to 1,795 (13.6%) in 2009 (*cf. Tables 4.1.2.2 and 4.1.3*).

In the field of languages and humanities, the overall number of professorships in 2009 was 5,749, the proportion of women being 31.6% (*cf. Table 4.1.5*). The number of female C4/W3 professors rose to 24.3%.

Human medicine/health sciences 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 2009. At universities and colleges of art the percentage was 18.1%, at universities of applied sciences (excluding public administration colleges) 17.8%, and at public administration colleges 21.0%. The proportion of professorships held by women across all types of higher education institution rose again in 2009 (*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 2009 the proportion of women was 37.0% for W1 (junior) professors, 20.7% for C2 (assistant) professors (total for tenured plus fixed term), 19.2% for C3/W2 (associate) professors, and 13.6% 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 2009:

- At universities and art colleges in 2009, the proportion of women was 21.8% for C2 professors (total for tenured plus fixed term) with almost the same percentage for C3/W2 profes-

sors: 22.2%; and 13.6% for C4/W3 professors. In contrast, women held 37.0% of all W1 (junior) professorships.

- At universities of applied sciences (excluding public administration colleges), the proportion of women in 2009 was 20.1% for C2 professors (total for tenured plus fixed term), which is a common pay grade at universities of applied sciences, 16.8% for C3/W2 professors, and 11.2% for C4/W3 professors.
- At public administration colleges, the proportion of women in 2009 was 28.0% for C2 professors (total for tenured plus fixed term), which is also a common pay grade at public administration colleges, and 16.8% for C3/W2 professors.

Across all types of higher education institution, 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 2010 (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 2010 survey shows the following proportions of women compared to the previous year.

In 2010 in Germany, a total of 85,356 people applied for a professorship, 20,805 of whom were women. This is equivalent to an average of 24.4% of applications, with applications to each pay grade as follows: W1 (junior) professors 34.8%; W2 professors 24.4%; W3 professors 23.1% (*cf. Table 5.1.3*). Out of a total of 8,998 shortlisted candidates, 2,346 were women, which amounts to a proportion of 26.1%. 1,030 out of the total of 3,872 calls to post were awarded to women, corresponding to a proportion of 26.6%. Out of a total of 2,015 appointments, 543 went to women in the year under review, which equates to 26.9% (*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 13,120 women applied for professorships in 2010 at universities and equivalent institutions of higher education (excluding art and music colleges), corresponding to female representation of 24.8%. Out of a total of 5,793 shortlisted candidates, 1,609 were women (27.8%); out of a total of 2,505 calls to post, 709 women were called (28.3%); out of a total of 1,126 appointments, 331 went to women (29.4%).

2 Weighted Overview of Current Data

- At universities of applied sciences, 5,239 women (20.0%) applied for a professorship in 2010; out of a total of 2,852 shortlisted candidates, 585 were women (20.5%); out of a total of 1,230 calls to post, 271 women were called (22.0%); out of a total of 804 appointments, 184 went to women (22.9%) in 2010.
- At art and music colleges, 2,446 women (38.4%) applied for a professorship in 2010; out of a total of 353 shortlisted candidates, 152 were women (43.1%); out of a total of 137 calls to post, 50 women were called (36.5%); out of a total of 85 appointments, 28 went to women (32.9%) in 2010.

2.2.6 PROPORTION OF ACADEMIC LEADERSHIP POSITIONS HELD BY WOMEN

The total proportion of academic leadership positions held by women in 2010 was 20.3%, twice as high as 10 years ago⁸. During the years 1996-2000, the average level was still below 10%.

Academic leadership positions held by women in 2010 were distributed thus:

- 40 rectors/presidents, corresponding to 11.1%
- 1 founding rector/founding commissioner, corresponding to 14.3%
- 164 prorectors/vice presidents, corresponding to 23.9%
- 74 chancellors, corresponding to 23.1% (*cf. Table 6.1*).

The absolute number of academic leadership positions held by women rose 3.9% compared with the previous year, from 268 to 279; the proportion of women in academic leadership positions has hardly changed, with a slight rise from 19.3% to 20.3%.

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 councils⁹ as a new management tool for higher education institutions. Brandenburg has the Landeshochschulrat (state university council), and two other federal states (North Rhine-Westphalia and Schleswig-Holstein) have cross-institutional bodies for the art colleges and universities.

The role of the university councils is "to foster community involvement in fundamental issues relating to science and the way academic institutions are run, through the work of dedicated experts. They promote dialogue with the wider community and underpin the new organisational and leadership structures in higher education."¹⁰ While the university councils at first

⁸ Figure based on an announcement by the HRK on 31 December 2010

⁹ 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.

¹⁰ 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).

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 78.3% of academic institutions, qualifying this as a comprehensive survey. The response rate for state higher education institutions was over 90% and for private higher education institutions 48%.

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 of 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.

2 Weighted Overview of Current Data

The study by Bogumil et al. shows the proportion of women as relatively low at 22%, i.e. a similar result to existing surveys. No gender-specific data is presented in the Nienhüser and Jacob study.

Since the first survey of gender-specific data for the university councils in 2003, the proportion of women on university councils or comparable bodies has risen from 20% to its current level of almost 25%. There are large variations between the various federal states however: the figures reported on the survey date of 31 December 2010 range from 13% to 42%, with two federal 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 staff at non-academic research establishments was 32.7% in 2010. The WGL and the MPG had an above-average proportion of women with 43.7% and 35.5% respectively, whereas the HGF and FhG came in below the average with 28.9% and 18.5% 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:

- 4,091 doctoral students, corresponding to 41.6%,
- 1,684 post-doctoral students, corresponding to 37.8%,
- 4,588 of employees at pay grades E12 and E13 on the German civil service pay scale (TVöD), corresponding to 34.8%,
- 2,065 of employees at pay grade E14 on the German civil service pay scale (TVöD), corresponding to 20.9%,
- 318 of employees at pay grade E15 on the German civil service pay scale (TVöD), corresponding to 11.7%.

The proportion of positions held by women above these levels varies considerably, with women holding 5.8% of E15 ÜTVöD or ATB, B2/B3 including S positions, 27.0% of W2 including S positions, 11.9% of C3/C2 including S positions, 8.6% of W3 including S positions, and 4.3% 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 2010 was 32.9% (*cf. Table 9.2.5*). For the WGL, the proportion of women was 43.8%, which represents an increase of 1.7 percentage points compared with 2009; for the MPG, this figure was 35.5%, for the HGF 29.4%, and for the FhG 22.2% (*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 11.3% in 2010 (2009=11.4%, 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 18.6% of leadership positions held by women in 2010. The Leibniz Association (WGL) and the Hermann von Helmholtz Association of German Research Centers (HGF) had lower than average proportions of women with 10.9% and 8.4% respectively, while the figure for the Fraunhofer Society (FhG) was particularly low, remaining at a mere 2.8% (*cf. Table 7.2*).

Among the non-scientific staff (administration, technical, other), the proportion was 18.7% in 2010.

The combined proportion of women employed in leadership positions in both scientific and non-scientific areas was 12.0% in 2010 (*cf. Table 9.2.5*).

2.4 ACADEMIC PROJECTS

2.4.1 TOTAL PROPORTION OF WOMEN IN ACADEMIC PROJECTS BY SALARY GROUP AND IN UNSALARIED PROJECT MANAGEMENT TEAMS, SUBDIVIDED INTO ONGOING PROJECTS AND NEWLY FUNDED PROJECTS

On 14 September 2010, the GWK committee decided that the Union will survey the proportion of women in academic projects by salary group and in unsalaried project management teams, subdivided into ongoing projects and newly funded projects, on 31 December every year. The proportion of women in ongoing academic projects was 48.0% (389 out of 811), and those in unsalaried project management teams 10.3% (15 out of 145). The overall proportion of women in newly funded academic projects is similar to that for ongoing projects – 46.2% (6 out of 13) – while for unsalaried project management, the proportion of women in newly funded academic projects is 25.0% (1 out of 4), which amounts to over double the proportion for ongoing projects. However, the small sample sizes should be borne in mind for the newly funded projects.

The data is shown for the first time in Table 10.1 in Part II, Appendix with Comprehensive Statistics.

Part II

Appendix with Comprehensive Statistics

on

**Equal Opportunities in Science and Research
15th Update to the Data (2009/2010)
on Women in Higher Education Institutions
and Non-academic Research Establishments**

Appendix with Comprehensive Statistics

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1 Proportion of women in education and research

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Table 1.1.1

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 (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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%
Habilitations	1.470	1.278	192	13,1%	1.982	1.646	335	16,9%	2.158	1.677	481	22,3%
Professorships	36.666	33.906	2.760	7,5%	37.745	33.959	3.785	10,0%	37.966	32.817	5.148	13,6%
C2	9.975	8.913	1.062	10,6%	8.959	7.676	1.283	14,3%	8.036	6.585	1.451	18,1%
W1									439	304	135	30,7%
C3	14.309	13.164	1.145	8,0%	16.230	14.543	1.687	10,4%	15.969	13.824	2.145	13,4%
W2									1.229	926	303	24,7%
C4	12.007	11.478	529	4,4%	12.514	11.700	814	6,5%	12.003	10.918	1.085	9,0%
W3									669	556	113	9,0%

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

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "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.

Table 1.1.2

Proportion of women in education and research, 2002 to 2005

	2002				2003				2004				2005			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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%
Habilitations	2.302	1.804	498	21,6%	2.209	1.722	487	22,0%	2.283	1.765	518	22,7%	2.001	1.541	460	23,0%
Professorships	37.861	33.349	4.512	11,9%	37.965	33.106	4.859	12,8%	38.443	33.219	5.224	13,6%	37.865	32.453	5.412	14,3%
C2	8.592	7.140	1.452	16,9%	8.215	6.748	1.467	17,9%	8.265	6.765	1.500	18,1%	7.794	6.357	1.437	18,4%
W1	102	69	33	32,4%	282	194	88	31,2%	411	284	127	30,9%	617	438	179	29,0%
C3	16.618	14.601	2.017	12,1%	16.695	14.523	2.172	13,0%	16.826	14.486	2.340	13,9%	15.583	13.400	2.183	14,0%
W2					160	117	43	26,9%	325	231	94	28,9%	1.429	1.062	367	25,7%
C3 and W2 combined	16.618	14.601	2.017	12,1%	16.855	14.640	2.215	13,1%	17.151	14.717	2.434	14,2%	17.012	14.462	2.550	15,0%
C4	12.549	11.539	1.010	8,0%	12.609	11.522	1.087	8,6%	12.529	11.380	1.149	9,2%	11.704	10.573	1.131	9,7%
W3					4	2	2	50,0%	87	73	14	16,1%	738	623	115	15,6%
C4 and W3 combined	12.549	11.539	1.010	8,0%	12.613	11.524	1.089	8,6%	12.616	11.453	1.163	9,2%	12.442	11.196	1.246	10,0%

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

1) School leavers gaining "Fachhochschulreife" (advanced vocational training at a technical college leading to technical university entrance qualification), "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

Proportion of women in education and research, 2006 to 2009

	2006				2007				2008				2009			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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%	449.435	210.687	238.748	53,1%
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%	424.273	212.553	211.720	49,9%
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%	2.121.178	1.106.450	1.014.728	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%	307.435	149.265	158.170	51,4%
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%	184.278	80.259	104.019	56,4%
Doctorates	24.287	14.360	9.927	40,9%	23.843	13.775	10.068	42,2%	25.190	14.632	10.568	41,9%	25.084	14.017	11.067	44,1%
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%	150.333	92.064	58.269	38,8%
Habilitations	1.993	1.551	442	22,2%	1.881	1.424	457	24,3%	1.800	1.378	422	23,4%	1.820	1.387	433	23,8%
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%	39.731	32.569	7.162	18,0%
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%	6.789	5.383	1.406	20,7%
W1	782	536	246	31,5%	802	533	269	33,5%	897	578	319	35,6%	994	626	368	37,0%
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%	10.730	9.113	1.617	15,1%
W2	3.002	2.293	709	23,6%	4.269	3.264	1.005	23,5%	6.025	4.553	1.472	24,4%	8.018	6.042	1.976	24,6%
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%	18.748	15.155	3.593	19,2%
C4	10.626	9.578	1.048	9,9%	9.777	8.801	976	10,0%	8.723	7.822	901	10,3%	7.811	6.993	818	10,5%
W3	1.845	1.525	320	17,3%	2.870	2.337	533	18,6%	4.145	3.340	805	19,4%	5.389	4.412	977	18,1%
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%	13.200	11.405	1.795	13,6%

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).

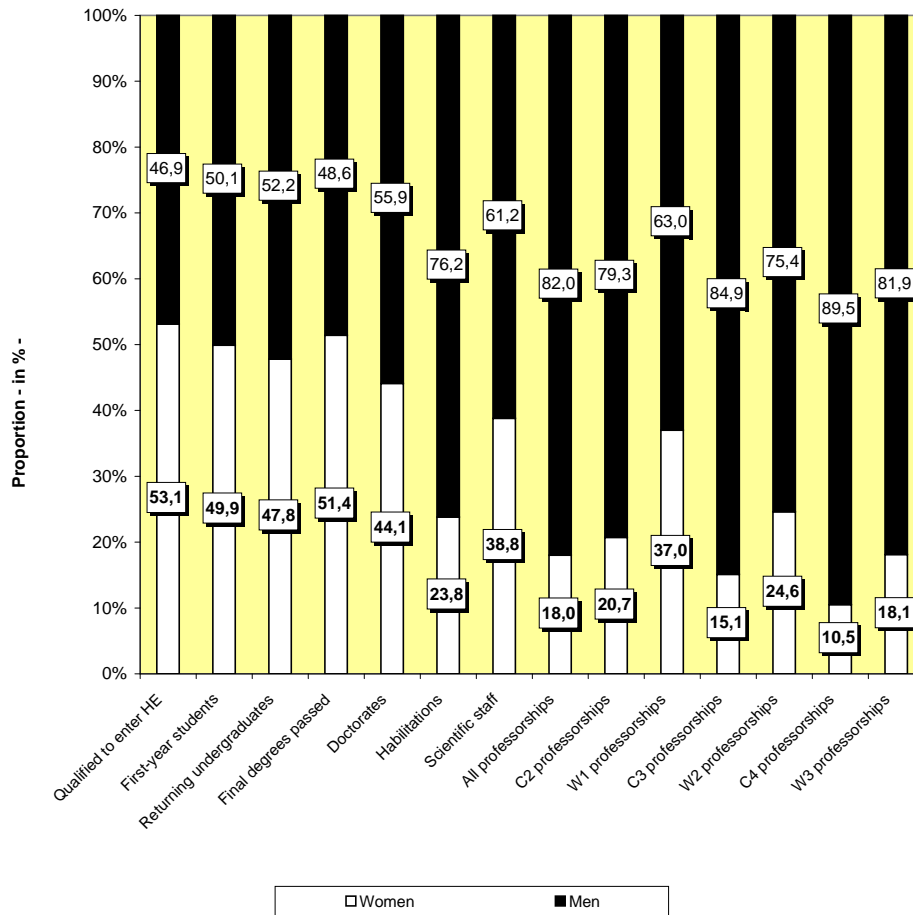
2) Final examinations at higher education institutions, excluding "doctorates", "arts degrees", and "alternative qualifications".

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

Chart 1.1.4

Proportion of women in education and research, 2009 - 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 ¹⁾				Average 1997-2001 ²⁾				Average 2002-2006 ³⁾			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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%
Habilitations	294	222	72	24,4%	399	283	116	29,1%	423	268	155	36,7%
Professorships	6.038	5.282	756	12,5%	5.803	4.846	957	16,5%	5.673	4.383	1.290	22,7%
C2	1.063	888	175	16,5%	780	621	158	20,3%	629	458	171	27,2%
W1									100	55	45	45,2%
C3	1.929	1.581	348	18,0%	2.062	1.599	464	22,5%	1.968	1.422	546	27,7%
W2									175	103	72	41,1%
C4	2.986	2.761	225	7,5%	2.954	2.619	335	11,4%	2.108	1.505	604	28,6%
W3									2.699	2.271	428	15,9%
C2-C4 combined	5.978	5.230	748	12,5%	5.796	4.839	957	16,5%	4.705	3.384	1.321	28,1%

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

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

3) Final examinations at higher education institutions entitled to confer doctorates, excluding "university of applied 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 1.2.1

Table 1.2.2

**Proportion of women in education and research, 2002-2005, all HE institutions
Languages and humanities**

Languages and humanities	2002				2003				2004				2005			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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%
Habilitations	467	291	176	37,7%	439	277	162	36,9%	466	302	164	35,2%	371	238	133	35,8%
Professorships	5.713	4.590	1.123	19,7%	5.740	4.534	1.206	21,0%	5.767	4.473	1.294	22,4%	5.583	4.220	1.363	24,4%
C2	695	532	163	23,5%	672	489	183	27,2%	655	482	173	26,4%	581	411	170	29,3%
W1	28	15	13	46,4%	67	39	28	41,8%	97	51	46	47,4%	129	76	53	41,1%
C3	2.091	1.558	533	25,5%	2.116	1.550	566	26,7%	2.130	1.524	606	28,5%	1.874	1.332	542	28,9%
W2					4	2	2	50,0%	32	16	16	50,0%	222	123	99	44,6%
C3 and W2 combined	2.091	1.558	533	25,5%	2.120	1.552	568	26,8%	2.162	1.540	622	28,8%	2.096	1.455	641	30,6%
C4	2.899	2.485	414	14,3%	2.880	2.454	426	14,8%	2.829	2.382	447	15,8%	2.586	2.142	444	17,2%
W3					1	0	1	100,0%	24	18	6	25,0%	191	136	55	28,8%
C4 and W3 combined	2.899	2.485	414	14,3%	2.881	2.454	427	14,8%	2.853	2.400	453	15,9%	2.777	2.278	499	18,0%

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

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

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

Source: German Federal Statistical Office

Table 1.2.3

**Proportion of women in education and research, 2006 to 2009, all HE institutions
Languages and humanities**

Languages and humanities	2006				2007				2008				2009			
	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -	Total	Of which...		Prop. women - in % -
		male	female			male	female			male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
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%	72.672	18.607	54.065	74,4%
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%	412.477	121.976	290.501	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%	57.232	13.212	44.020	76,9%
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%	52.481	12.199	40.282	76,8%
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%	2.625	1.206	1.419	54,1%
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%	14.889	6.687	8.202	55,1%
Habilitations	374	232	142	38,0%	354	220	134	37,9%	343	224	119	34,7%	349	206	143	41,0%
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%	5.644	3.863	1.781	31,6%
C2	540	374	166	30,7%	608	404	204	33,6%	572	351	221	38,6%	467	288	179	38,3%
W1	181	94	87	48,1%	190	101	89	46,8%	202	107	95	47,0%	241	108	133	55,2%
C3	1.630	1.147	483	29,6%	1.504	1.050	454	30,2%	1.272	877	395	31,1%	1.108	763	345	31,1%
W2	442	271	171	38,7%	581	341	240	41,3%	739	401	338	45,7%	945	522	423	44,8%
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%	2.053	1.285	768	37,4%
C4	2.303	1.893	410	17,8%	2.124	1.740	384	18,1%	1.862	1.496	366	19,7%	1.630	1.311	319	19,6%
W3	465	317	148	31,8%	703	468	235	33,4%	940	635	305	32,4%	1.253	871	382	30,5%
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%	2.883	2.182	701	24,3%

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
Average 2002-2006
Mathematics/natural sciences**

Mathematics/natural sciences	Average 2002-2006 ⁴⁾				Prop. women - in % - (5)
	Total (2)	male (3)	female (4)		
(1)					
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%
Habilitations	452	372	80		17,7%
Professorships	7.788	7.127	661		8,5%
C2	1.168	1.045	123		10,5%
W1	156	124	32		20,5%
C3	3.228	2.921	307		9,5%
W2	224	192	32		14,4%
C3 and W2 combined	3.407	3.074	333		9,8%
C4	2.928	2.768	160		5,5%
W3	161	145	17		10,2%
C4-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

Table 1.3.2

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

Mathematics/natural sciences	2002				2003				2004				2005			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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	36,5%	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%
Habilitations	557	456	101	18,1%	477	406	71	14,9%	478	389	89	18,6%	371	302	69	18,6%
Professorships	7.476	6.959	517	6,9%	7.783	7.183	600	7,7%	7.933	7.251	682	8,6%	7.931	7.198	733	9,2%
C2	1.172	1.063	109	9,3%	1.197	1.076	121	10,1%	1.224	1.098	126	10,3%	1.196	1.062	134	11,2%
W1	42	32	10	23,8%	103	80	23	22,3%	149	119	30	20,1%	216	174	42	19,4%
C3	3.265	3.011	254	7,8%	3.418	3.120	298	8,7%	3.433	3.088	345	10,0%	3.179	2.845	334	10,5%
W2					8	7	1	12,5%	46	38	8	17,4%	273	234	39	14,3%
C3 and W2 combined	3.265	3.011	254	7,8%	3.426	3.127	299	8,7%	3.479	3.126	353	10,1%	3.452	3.079	373	10,8%
C4	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.061	2.891	170	5,6%	2.902	2.731	171	5,9%
W3					0	0	0	0,0%	20	17	3	15,0%	165	152	13	7,9%
C4 and W3 combined	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.081	2.908	173	5,6%	3.067	2.883	184	6,0%

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

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

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

Source: German Federal Statistical Office

Table 1.3.3

**Proportion of women in education and research, 2006 to 2009, all HE institutions
Mathematics/natural sciences**

Mathematics/natural sciences	2006				2007				2008				2009			
	Total	Of which...		Prop. women - in % - (5)	Total	Of which...		Prop. women - in % - (9)	Total	Of which...		Prop. women - in % - (13)	Total	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
(1)																
First-year students ¹⁾	61.821	36.553	25.268	40.9%	62.994	37.265	25.729	40.8%	65.950	39.262	28.688	40.5%	71.002	41.962	29.040	40.9%
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%	375.842	235.925	139.917	37.2%
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%	50.749	30.474	20.275	40.0%
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%	37.814	20.736	17.078	45.2%
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%	7.425	4.505	2.920	39.3%
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%	37.063	26.159	10.904	29.4%
Habilitations	377	306	71	18.8%	376	314	62	16.5%	330	282	48	14.5%	337	290	47	13.9%
Professorships	7.818	7.043	775	9.9%	7.849	7.013	836	10.7%	8.042	7.094	948	11.8%	8.225	7.215	1.010	12.3%
C2	1.051	927	124	11.8%	990	849	141	14.2%	916	786	130	14.2%	839	721	118	14.1%
W1	270	215	55	20.4%	256	202	54	21.1%	283	198	85	30.0%	313	221	92	29.4%
C3	2.845	2.539	306	10.8%	2.660	2.366	294	11.1%	2.483	2.202	281	11.3%	2.264	1.998	266	11.7%
W2	568	487	81	14.3%	802	686	116	14.5%	1.140	960	180	15.8%	1.487	1.251	236	15.9%
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%	3.751	3.249	502	13.4%
C4	2.624	2.465	159	6.1%	2.423	2.279	144	5.9%	2.204	2.071	133	6.0%	1.984	1.857	127	6.4%
W3	460	410	50	10.9%	718	631	87	12.1%	1.016	877	139	13.7%	1.338	1.167	171	12.8%
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%	3.322	3.024	298	9.0%

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

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

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

Source: German Federal Statistical Office

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

Engineering	Average 1992-1996 ¹⁾				Average 1997-2001 ²⁾				Average 2002-2006 ³⁾			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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%
Habilitations	58	55	3	5,2%	67	62	5	6,9%	81	70	11	13,4%
Professorships	8.803	8.582	221	2,5%	9.031	8.636	395	4,4%	8.351	7.829	522	6,2%
C2	3.376	3.245	131	3,9%	2.993	2.789	205	6,8%	2.357	2.132	224	9,5%
W1									35	28	7	21,0%
C3	4.002	3.931	71	1,8%	4.533	4.382	151	3,3%	4.233	4.030	203	4,8%
W2									285	249	36	12,5%
C4	1.357	1.339	18	1,3%	1.502	1.463	39	2,6%	1.447	1.392	54	3,8%
W3									65	60	5	7,8%

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

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

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

4) Rounding differences

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

Table 1.4.1

Table 1.4.2

Proportion of women in education and research, 2002-2005, all HE institutions
Engineering

Engineering	2002				2003				2004				2005			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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 ²⁾	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%
Habilitations	92	79	13	14,1%	79	67	12	15,2%	84	71	13	15,5%	82	71	11	13,4%
Professorships	8.743	8.246	497	5,7%	8.401	7.908	493	5,9%	8.387	7.870	517	6,2%	8.160	7.629	531	6,5%
C2	2.749	2.487	262	9,5%	2.467	2.232	235	9,5%	2.354	2.139	215	9,1%	2.197	1.992	205	9,3%
W1	5	3	2	40,0%	25	19	6	24,0%	37	29	8	21,6%	47	39	8	17,0%
C3	4.501	4.314	187	4,2%	4.337	4.146	191	4,4%	4.392	4.167	225	5,1%	4.115	3.905	210	5,1%
W2					55	49	6	10,9%	84	72	12	14,3%	319	276	43	13,5%
C3 and W2 combined					4.392	4.195	197	4,5%	4.476	4.239	237	5,3%	4.434	4.181	253	5,7%
C4	1.488	1.442	46	3,1%	1.516	1.462	54	3,6%	1.509	1.453	56	3,7%	1.414	1.354	60	4,2%
W3					1	0	1	100,0%	11	10	1	9,1%	68	63	5	7,4%
C4 and W3 combined					1.517	1.462	55	3,6%	1.520	1.463	57	3,8%	1.482	1.417	65	4,4%

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

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

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

Source: German Federal Statistical Office

Table 1.4.3

Proportion of women in education and research, 2006 to 2009, all HE institutions
Engineering

Engineering	2006				2007				2008				2009			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
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%	86.158	66.988	19.170	22,2%
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%	383.931	305.099	78.832	20,5%
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%	50.455	38.941	11.514	22,8%
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%	15.285	11.432	3.853	25,2%
Doctorates	2.206	1.907	299	13,6%	2.247	1.969	278	12,4%	2.541	2.178	363	14,3%	2.340	1.940	400	17,1%
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%	22.059	17.565	4.494	20,4%
Habilitations	67	62	5	7,5%	66	52	14	21,2%	71	58	13	18,3%	66	56	10	15,2%
Professorships	8.063	7.492	571	7,1%	8.000	7.394	606	7,6%	7.908	7.263	645	8,2%	8.039	7.347	692	8,6%
C2	2.016	1.812	204	10,1%	1.870	1.664	206	11,0%	1.661	1.472	189	11,4%	1.530	1.357	173	11,3%
W1	62	49	13	21,0%	61	49	12	19,7%	68	51	17	25,0%	78	63	15	19,2%
C3	3.820	3.616	204	5,3%	3.549	3.348	201	5,7%	3.198	3.015	183	5,7%	2.937	2.761	176	6,0%
W2	681	600	81	11,9%	1.030	917	113	11,0%	1.460	1.297	163	11,2%	1.924	1.686	238	12,4%
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%	4.861	4.447	414	8,5%
C4	1.306	1.250	56	4,3%	1.204	1.152	52	4,3%	1.077	1.032	45	4,2%	950	910	40	4,2%
W3	178	165	13	7,3%	286	264	22	7,7%	444	396	48	10,8%	620	570	50	8,1%
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%	1.570	1.480	90	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".

Source: German Federal Statistical Office

Table 1.5.1

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

Human medicine/health sciences	Average 1992-1996 ¹⁾				Average 1997-2001 ¹⁾				Average 2002-2006 ¹⁾			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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 ¹⁾	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%
C2	489	450	40	8,1%	296	269	27	9,1%	916	786	130	14,2%
W1									98	76	23	23,0%
C3	1.205	1.123	82	6,8%	1.390	1.278	113	8,1%	1.151	1.028	123	10,7%
W2									65	49	16	24,7%
C4	1.330	1.288	41	3,1%	1.482	1.426	56	3,8%	1.409	1.328	80	5,7%
W3									37	33	4	10,7%
C2-C4 combined	3.024	2.861	163	5,4%	3.168	2.973	196	6,2%	3.476	3.142	334	9,6%

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

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

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

4) Rounding differences

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

Table 1.5.2

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

	2002				2003				2004				2005			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)	Total (14)	Of which...		Prop. women - in % - (17)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)			male (15)	female (16)	
Human medicine/health sciences																
(1)																
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	3.762	3.411	47,4%	7.447	3.743	3.704	49,7%	8.224	4.165	4.059	49,4%
Scientific/artistic staff, lecturers, and assistants	38.316	23.470	14.846	38,7%	39.638	23.870	15.768	39,8%	38.140	22.736	15.404	40,4%	39.280	22.995	16.285	41,5%
Habilitations	849	717	132	15,5%	873	726	147	16,8%	910	740	170	18,7%	856	684	172	20,1%
Professorships	3.151	2.903	248	7,9%	3.199	2.930	269	8,4%	3.388	3.024	364	10,7%	3.274	2.911	363	11,1%
C2	255	210	45	17,6%	261	212	49	18,8%	424	328	96	22,6%	397	317	80	20,2%
W1	8	5	3	37,5%	24	15	9	37,5%	26	19	7	26,9%	64	45	19	29,7%
C3	1.416	1.286	130	9,2%	1.429	1.297	132	9,2%	1.473	1.302	171	11,6%	1.355	1.197	158	11,7%
W2					2	2	0	0,0%	8	3	5	62,5%	52	37	15	28,8%
C3 and W2 combined					1.431	1.299	132	9,2%	1.481	1.305	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 1.5.3

**Proportion of women in education and research, 2006 to 2009, all HE institutions
Human medicine/health sciences**

	2006				2007				2008				2009			
	Of which...		Prop. women		Of which...		Prop. women		Of which...		Prop. women		Of which...		Prop. women	
	male	female	- in % -	Total	male	female	- in % -	Total	male	female	- in % -	Total	male	female	- in % -	Total
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)
Human medicine/health sciences																
(1)																
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%	18.984	6.155	12.829	67,6%
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%	119.228	43.423	75.805	63,6%
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%	16.114	5.734	10.380	64,4%
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%	13.148	4.978	8.170	62,1%
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%	7.700	3.472	4.228	54,9%
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%	46.307	24.446	21.861	47,2%
Habilitations	894	737	157	17,6%	846	666	180	21,3%	811	633	178	21,9%	816	651	165	20,2%
Professorships	3.245	2.863	382	11,8%	3.245	2.846	399	12,3%	3.189	2.784	405	12,7%	3.227	2.798	429	13,3%
C2	369	294	75	20,3%	381	296	85	22,3%	434	362	72	16,6%	513	424	89	17,3%
W1	80	56	24	30,0%	73	43	30	41,1%	80	55	25	31,3%	56	35	21	37,5%
C3	1.201	1.051	150	12,5%	1.107	974	133	12,0%	904	798	106	11,7%	811	714	97	12,0%
W2	197	153	44	22,3%	268	217	51	19,0%	383	311	72	18,8%	487	383	104	21,4%
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%	1.298	1.097	201	15,5%
C4	1.290	1.213	77	6,0%	1.200	1.126	74	6,2%	1.006	938	68	6,8%	940	878	62	6,6%
W3	108	96	12	11,1%	216	190	26	12,0%	382	320	62	16,2%	420	364	56	13,3%
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%	1.360	1.242	118	8,7%

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

**Proportion of women in education and research, 2007 and 2009, all HE institutions
MINT subjects (mathematics, natural sciences, and engineering subject group)**

MINT	MINT 2007				MINT 2008				MINT 2009			
	Total (2)	Of which...		Prop. women - in % - (5)	Total (6)	Of which...		Prop. women - in % - (9)	Total (10)	Of which...		Prop. women - in % - (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
First-year students ¹⁾	131.400	90.782	40.618	30,9%	143.922	99.965	43.957	30,5%	157.160	108.950	48.210	30,7%
Returning undergraduates ¹⁾	673.129	478.979	194.150	28,8%	705.107	501.707	203.400	28,8%	759.773	541.024	218.749	28,8%
Final degrees (all HE institutions) ²⁾	82.513	56.708	25.805	31,3%	92.233	62.908	29.325	31,8%	101.204	69.415	31.789	31,4%
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%	53.099	32.168	20.931	39,4%
Doctorates	9.110	6.286	2.824	31,0%	9.844	6.748	3.096	31,5%	9.765	6.445	3.320	34,0%
Scientific/artistic staff, lecturers, and assistants	49.700	37.391	12.309	24,8%	52.925	38.750	14.175	26,8%	59.122	43.724	15.398	26,0%
Habilitations	442	366	76	17,2%	401	340	61	15,2%	403	346	57	14,1%
Professorships	15.849	14.407	1.442	9,1%	15.950	14.357	1.593	10,0%	16.264	14.562	1.702	10,5%
C2	2.860	2.513	347	12,1%	2.577	2.258	319	12,4%	2.369	2.078	291	12,3%
W1	317	251	66	20,8%	351	249	102	29,1%	391	284	107	27,4%
C3	6.209	5.714	495	8,0%	5.681	5.217	464	8,2%	5.201	4.759	442	8,5%
W2	1.832	1.603	229	12,5%	2.600	2.257	343	13,2%	3.411	2.937	474	13,9%
C3 and W2 combined	8.041	7.317	724	9,0%	8.281	7.474	807	9,7%	8.612	7.696	916	10,6%
C4	3.627	3.431	196	5,4%	3.281	3.103	178	5,4%	2.934	2.767	167	5,7%
W3	1.004	895	109	10,9%	1.460	1.273	187	12,8%	1.958	1.737	221	11,3%
C4 and W3 combined	4.631	4.326	305	6,6%	4.741	4.376	365	7,7%	4.892	4.504	388	7,9%

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

2 All doctorates and doctorates awarded to women

- 2.1 Grouped by federal state, 1992 to 2009
- 2.2 Grouped by subject group, 1992 to 2009

Table 2.1

All doctorates and doctorates awarded to women, grouped by federal state, 1992 to 2009

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)
All doctorates																	
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
2009	25.084	4.066	3.619	2.043	355	360	919	2.043	469	2.049	5.106	1.025	238	1.206	480	535	571
Total '92-'09	428.670	69.567	69.184	33.467	3.156	4.503	14.653	35.887	6.082	37.631	91.643	17.320	5.696	15.564	6.624	11.053	6.640
Doctorates awarded to women - number -																	
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
2009	11.067	1.769	1.651	956	154	148	414	884	220	936	2.150	455	97	516	203	274	240
Total '92-'09	153.872	23.560	25.021	13.465	1.121	1.518	5.732	13.048	2.559	13.623	30.442	6.183	2.004	5.853	2.549	4.508	2.686
Doctorates awarded to women - proportion in % -																	
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
2009	44,1	43,5	4														

Table 2.2

All doctorates and doctorates awarded to women, grouped by subject group, 1992 to 2009

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)
All doctorates											
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
2009	25.084	2.625	101	3.549	7.425	7.700	510	484	2.340	258	92
Total '92-'09	428.670	42.715	1.375	55.244	124.655	138.978	9.995	9.471	40.245	5.341	651
Doctorates awarded to women - number -											
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
2009	11.067	1.419	42	1.251	2.920	4.228	400	230	400	160	17
Total '92-'09	153.872	20.053	441	15.874	36.719	63.375	6.636	3.367	4.091	3.132	184
Doctorates awarded to women - proportion in % -											
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	0,0
2000	34,3	44,8	27,6	28,6	26,6	44,2	66,7	33,5	10,3	59,9	0,0
2001	35,3	45,3	23,8	29,3	27,8	45,2	69,5	33,5	11,4	59,1	0,0
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	0,0
2003	37,9	50,7	25,9	31,4	31,0	47,4	72,6	33,9	10,5	62,3	0,0
2004	39,0	50,5	41,9	32,2	30,7	49,7	77,1	40,7	11,3	60,0	0,0
2005	39,6	49,1	30,0	31,2	33,3	49,4	74,3	39,1	13,6	62,8	0,0
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
2009	44,1	54,1	41,6	35,2	39,3	54,9	78,4	47,5	17,1	62,0	18,5
Total '92-'09	35,9	46,9	32,1	28,7	29,5	45,6	66,4	35,6	10,2	58,6	28,3

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 2009
- 3.2 Grouped by subject group, 1992 to 2009

Table 3.1

All habilitations and habilitations awarded to women, grouped by federal state, 1992 to 2009

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)
All habilitations																	
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 '02-'06	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
2009	1.820	271	361	180	24	11	50	144	27	111	332	40	33	85	46	56	49
Total '92-'09	33.547	5.520	5.794	2.911	344	405	1.162	2.600	485	2.676	6.504	1.135	478	1.210	651	1.042	630
Habilitations awarded to women - number -																	
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 '02-'06	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
2009	433	51	80	58	11	0	11	36	5	30	83	9	8	24	11	9	7
Total '92-'09	6.354	969	1.025	703	96	108	265	511	87	553	1.154	202	80	207	128	154	112
Habilitations awarded to women - proportion in % -																	
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	0,0	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	0,0	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	0,0	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 '02-'06	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
2009	23,8	18,8	22,2	32,2	45,8	0,0	22,0	25,0	18,5	27,0	25,0	22,5	24,2	28,2	23,9	16,1	14,3
Total '92-'09	18,9	17,6	17,7	24,1	27,9	26,7	22,8	19,7	17,9	20,7	17,7	17,8	16,7	17,1	19,7	14,8	17,8

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 2009

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)
All habilitations										
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
2009	1.820	349	4	182	337	816	20	21	66	25
Total '92-'09	33.547	6.624	199	3.337	7.952	12.798	320	602	1.231	484
Habilitations awarded to women - number -										
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
2009	433	143	3	38	47	165	9	2	10	16
Total '92-'09	6.354	2.111	39	606	1.119	1.968	89	118	129	175
Habilitations awarded to women - proportion in % -										
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	0,0	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	0,0	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	0,0	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
2009	23,8	41,0	75,0	20,9	13,9	20,2	45,0	9,5	15,2	64,0
Total '92-'09	18,9	31,9	19,6	18,2	14,1	15,4	27,8	19,6	10,5	36,2

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, 2002-2009
- 4.1.3 All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.4 Chart: Proportion of women holding C4/W3 professorships (1992 to 2009, all HE institutions)
- 4.1.5 Languages/humanities: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.6 Chart: Languages/humanities, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.7 Mathematics/natural sciences: All professorships and C4/W3 professorships, all types of HE institution, 2009
- 4.1.8 Chart: Mathematics/natural sciences, all professorships and C4/W3 professorships, all types of HE institution, 2009
- 4.1.9 Engineering: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.10 Chart: Engineering, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.11 Human medicine: All professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009
- 4.1.12 Chart: Human medicine, all professorships and C4/W3 professorships, all types of HE institution, 1992 to 2009

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 From 2007 to 2009
- 4.2.7 Chart: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2009

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. Total	Men Number	Women Number	Proportion - % -	Profess. Total	Men Number	Women Number	Proportion - % -	Profess. Total	Men Number	Women Number	Proportion - % -
All types of HE institution												
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												
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												
C2 and equiv. pay grades - tenure -	9,224	8,267	957	10.4	8,278	7,128	1,150	13.9	8,879	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												
Professor ordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	291	259	16	5.6	28	28	0	0.0	439	304	135	30.7
Professor extraordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, 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
Universities and equivalent institutions of higher education												
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												
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												
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												
Professor ordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, AT	288	272	16	5.6	28	28	0	0.0	439	304	135	30.7
Professor extraordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, 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
Universities of applied sciences (excluding public administration colleges)												
C4 and equiv. pay grades	25	22	3	11.2	19	17	2	10.8	16	15	1	6.3
W3												
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												
C2 and equiv. pay grades - tenure -	5,280	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 ÜTV6D-E12 TV6D, AT	3	-	-	0.0	-	-	-	-	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, 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
Public administration colleges												
C4 and equiv. pay grades	4	4	0	0.0	10	9	1	13.7	3	2	1	30.0
W3												
C3 and equiv. pay grades	329	312	17	5.2	321	302	19	5.9	307	278	29	9.4
W2												
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 ÜTV6D-E12 TV6D, AT	-	-	-	-	-	-	-	-	-	-	-	-
Professor extraordinarius ¹ , HSL1-6, E15 ÜTV6D-E12 TV6D, 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. Total	Men		Women		Profess. Total	Men		Women		Profess. Total	Men		Women		Profess. Total	Men		Women		Profess. Total	Men		Women		Profess. Total	Men		Women					
		(2)	(3)	(4)	(5)		(6)	(7)	(8)	(9)		(10)	(11)	(12)	(13)		(14)	(15)	(16)	(17)		(18)	(19)	(20)	(21)		(22)	(23)	(24)	(25)				
All types of HE institution																																		
C4 and equiv. pay grades	12,549	11,539	1,010	8,0	12,809	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	9,777	8,801	976	10,0										
W3																																		
C4/W3 combined																																		
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																																		
C3/W2 combined																																		
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																																		
Junior professors, W1, AT	102	69	33	32,4	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										
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										
Universities and equivalent institutions of higher education																																		
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																																		
C4/W3 combined																																		
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																																		
C3/W2 combined																																		
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																																		
Junior professors, W1, AT	102	69	33	32,4	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										
All	23,739	20,977	2,762	11,6	23,712	20,748	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	23,586	19,753	3,843	16,3										
Universities of applied sciences (excluding public administration colleges)																																		
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																																		
C4/W3 combined																																		
C3 and equiv. pay grades	7,642	6,968	674	8,8	7,661	6,938	723	9,4	7,661	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																																		
C3/W2 combined																																		
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																																		
Junior professors, W1, AT					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										
All	13,594	11,906	1,688	12,4	13,703	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										
Public administration colleges																																		
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	1	1	100,0	1	1	1	0	0,0									
W3																																		
C4/W3 combined																																		
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																																		
C3/W2 combined																																		
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																																		
Junior professors, W1, AT					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										
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	369	78	17,4										

Source: 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 2008 to 2009 (full-time)

Type of HE institution/pay grade	2008				2009			
	Profess. Total	Men Number	Women Number	Proportion -%	Profess. Total	Men Number	Women Number	Proportion -%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All types of HE institution								
C4 and equiv. pay grades	8.723	7.822	901	10.3	7.811	6.983	818	10.5
W3	4.145	3.340	805	19.4	5.389	4.412	977	18.1
C4/W3 combined	12.868	11.162	1.706	13.3	13.200	11.405	1.795	13.6
C3 and equiv. pay grades	11.783	10.031	1.752	14.9	10.730	9.113	1.617	15.1
W2	6.025	4.553	1.472	24.4	8.018	6.042	1.976	24.6
C3/W2 combined	17.808	14.584	3.224	18.1	18.748	15.155	3.593	19.2
C2 and equiv. pay grades - tenure -	5.697	4.581	1.116	19.6	5.702	4.576	1.126	19.7
C2 and equiv. pay grades - fixed-term -	1.294	934	360	27.8	1.067	807	280	25.8
C2 - tenure/fixed-term - combined	6.991	5.515	1.476	21.1	6.789	5.383	1.406	20.7
Junior professors, W1, AT	897	578	319	35.6	994	626	368	37.0
All	38.564	31.839	6.725	17.4	39.731	32.569	7.162	18.0
Universities and equivalent institutions of higher education								
C4 and equiv. pay grades	8.718	7.817	901	10.3	7.803	6.985	818	10.5
W3	4.051	3.257	794	19.6	5.244	4.284	960	18.3
C4/W3 combined	12.769	11.074	1.695	13.3	13.047	11.269	1.778	13.6
C3 and equiv. pay grades	5.620	4.574	1.046	18.6	4.946	4.010	936	18.9
W2	2.518	1.849	669	26.6	3.187	2.315	872	27.4
C3/W2 combined	8.138	6.423	1.715	21.1	8.133	6.325	1.808	22.2
C2 and equiv. pay grades - tenure -	1.190	959	231	19.4	1.121	909	212	18.9
C2 and equiv. pay grades - fixed-term -	926	653	273	29.5	687	504	183	26.6
C2 - tenure/fixed-term - combined	2.116	1.612	504	23.8	1.808	1.413	395	21.8
Junior professors, W1, AT	895	578	317	35.4	994	626	368	37.0
All	23.918	19.687	4.231	17.7	23.982	19.633	4.349	18.1
Universities of applied sciences (excluding public administration colleges)								
C4 and equiv. pay grades	4	4	0	0.0	8	8	0	0.0
W3	91	80	11	12.1	144	127	17	11.8
C4/W3 combined	95	84	11	11.6	152	135	17	11.2
C3 and equiv. pay grades	5.960	5.279	681	11.4	5.641	4.981	660	11.7
W2	3.460	2.666	794	22.9	4.760	3.671	1.089	22.9
C3/W2 combined	9.420	7.945	1.475	15.7	10.401	8.652	1.749	16.8
C2 and equiv. pay grades - tenure -	4.369	3.522	847	19.4	4.461	3.578	883	19.8
C2 and equiv. pay grades - fixed-term -	360	276	84	23.3	388	297	91	23.5
C2 - tenure/fixed-term - combined	4.729	3.798	931	19.7	4.849	3.875	974	20.1
Junior professors, W1, AT	2	0	2	100.0	0	0	0	0.0
All	14.246	11.827	2.419	17.0	15.402	12.662	2.740	17.8
Public administration colleges								
C4 and equiv. pay grades	1	1	0	0.0	0	0	0	0.0
W3	3	3	0	0.0	1	1	0	0.0
C4/W3 combined	4	4	0	0.0	1	1	0	0.0
C3 and equiv. pay grades	203	178	25	12.3	143	122	21	14.7
W2	47	38	9	19.1	71	56	15	21.1
C3/W2 combined	250	216	34	13.6	214	178	36	16.8
C2 and equiv. pay grades - tenure -	138	100	38	27.5	120	89	31	25.8
C2 and equiv. pay grades - fixed-term -	8	5	3	37.5	12	6	6	50.0
C2 - tenure/fixed-term - combined	146	105	41	28.1	132	95	37	28.0
Junior professors, W1, AT	0	0	0	0.0	0	0	0	0.0
All	400	325	75	18.8	347	274	73	21.0

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

Table 4.1.3

Proportion of women in education and research, 1992 to 2009
 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	37.866	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%	12.647	11.138	1.509	11,9%

	2008				2009			
	Total	Of which....		Prop. of women	Total	Of which....		Prop. of women
		male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All professorships	38.564	31.839	6.725	17,4%	39.731	32.569	7.162	18,0%
Of which C4/W3 professorships	12.868	11.162	1.706	13,3%	13.200	11.405	1.795	13,6%

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

Overall proportion of women holding professorships

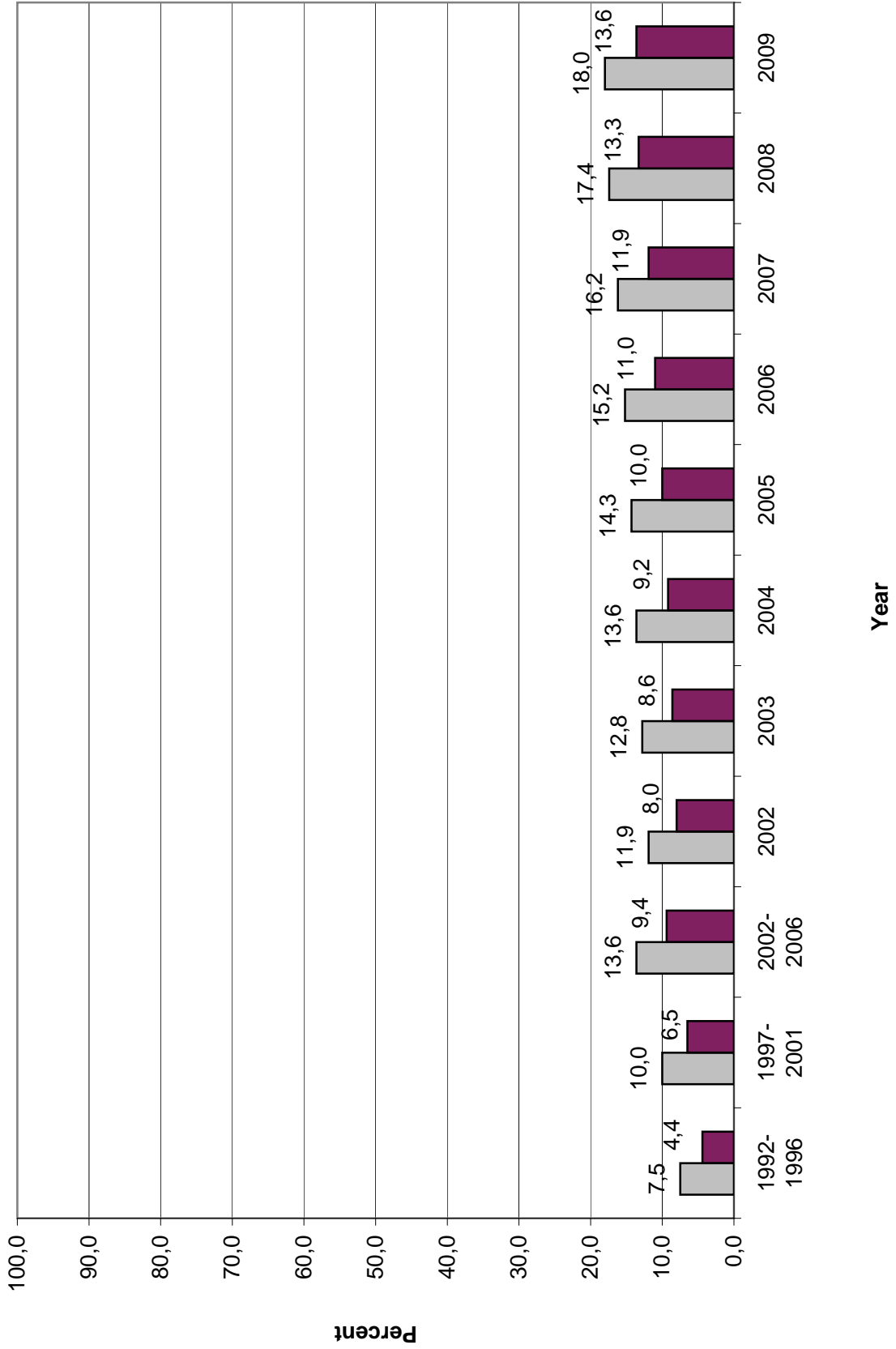


Chart 4.1.4

All professorships
 Of which C4/(2003 onwards) W3 professorships

Table 4.1.5

Proportion of women in education and research, 1992 to 2009
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 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%	2.827	2.208	619	21,9%

	2008				2009			
	Total	Of which...		Prop. of women	Total	Of which...		Prop. of women
		male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All professorships	5.587	3.867	1.720	30,8%	5.644	3.863	1.781	31,6%
Of which C4/W3 professorships	2.802	2.131	671	23,9%	2.883	2.182	701	24,3%

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



Table 4.1.7

**Proportion of women in education and research, 2002-2009, 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									3.057	2.884	173	5,7%
C4 professorships												

	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	2.997	2.853	144	4,8%	3.057	2.900	157	5,1%	3.081	2.908	173	5,6%
C4/W3 professorships												

	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	3.067	2.883	184	6,0%	3.084	2.875	209	6,8%	3.141	2.910	231	7,4%
C4/W3 professorships												

	2008				2009			
	Total	Of which...		Prop. of women	Total	Of which...		Prop. of women
		male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All professorships	8.042	7.094	948	11,8%	8.225	7.215	1.010	12,3%
Of which	3.220	2.948	272	8,4%	3.322	3.024	298	9,0%
C4/W3 professorships								

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

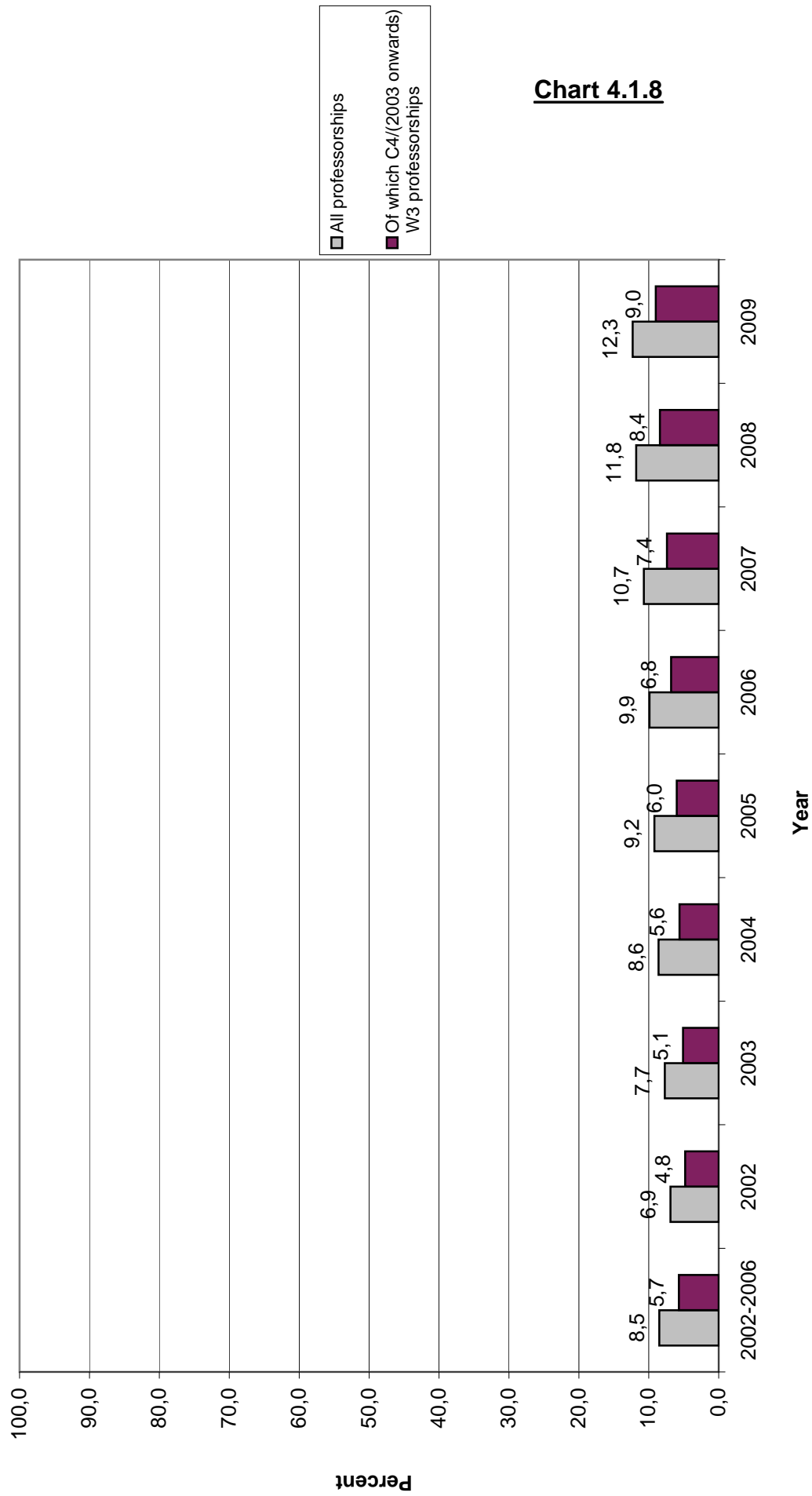


Chart 4.1.8

Table 4.1.9

Proportion of women in education and research, 1992-2009, 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	2.21	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	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				2009			
	Total	Of which...		Prop. of women	Total	Of which...		Prop. of women
		male	female			male	female	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
All professorships	7.908	7.263	645	8,2%	8.039	7.347	692	8,6%
Of which C4/W3 professorships	1.521	1.428	93	6,1%	1.570	1.480	90	5,7%

Table 4.1.9

¹ W3 professorships from 2003

Rounding differences in average values.

Source: German Federal Statistical Office

Proportion of women holding professorships in subject group engineering

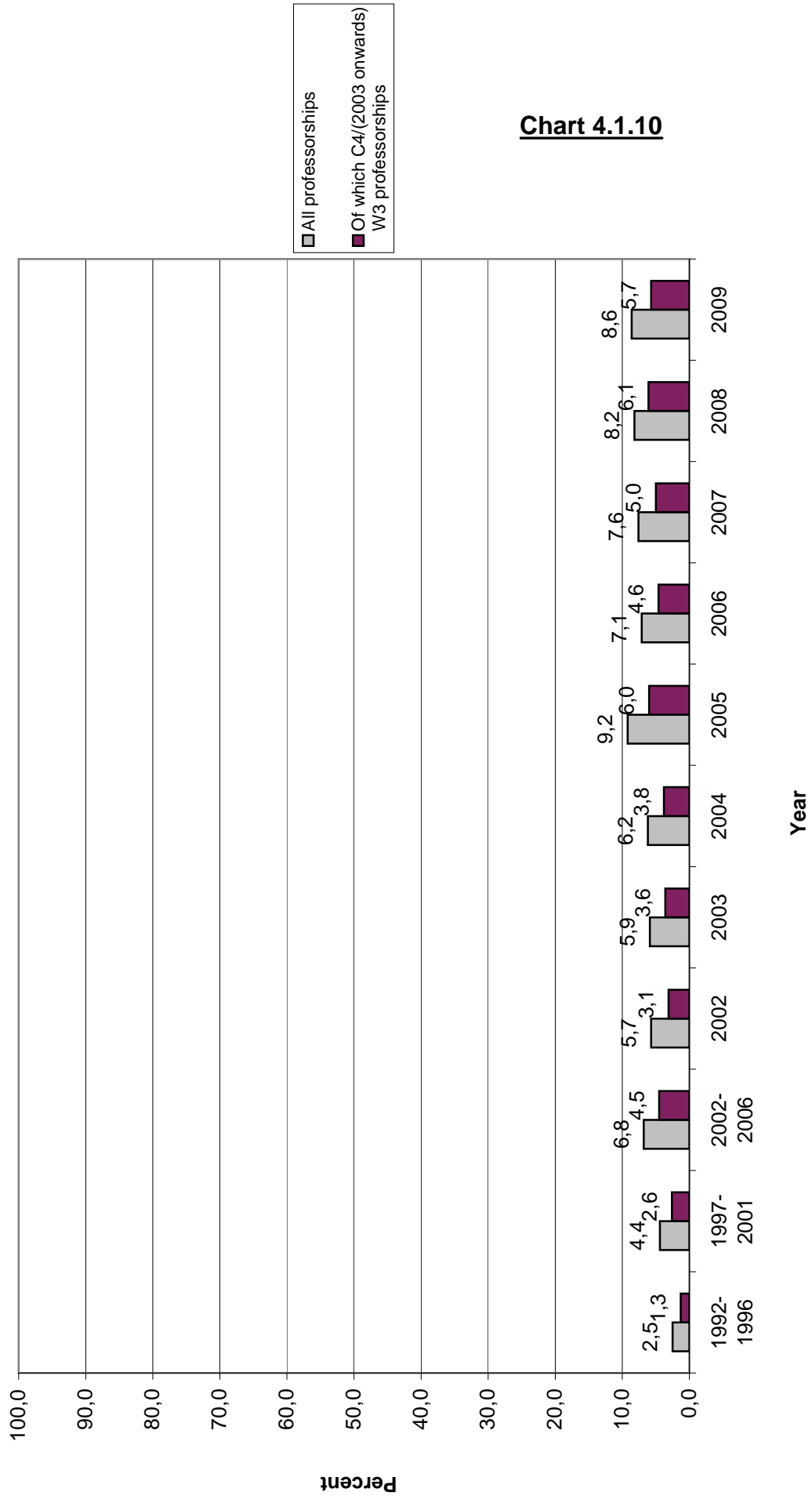


Table 4.1.11

Proportion of women in education and research, 1992-2009, 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 (2)	Of which...		Prop. of women (5)	Total (6)	Of which...		Prop. of women (9)	Total (10)	Of which...		Prop. of women (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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 (2)	Of which...		Prop. of women (5)	Total (6)	Of which...		Prop. of women (9)	Total (10)	Of which...		Prop. of women (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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 (2)	Of which...		Prop. of women (5)	Total (6)	Of which...		Prop. of women (9)	Total (10)	Of which...		Prop. of women (13)
		male (3)	female (4)			male (7)	female (8)			male (11)	female (12)	
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%	1.416	1.316	100	7,1%

	2008				2009			
	Total (2)	Of which...		Prop. of women (5)	Total (6)	Of which...		Prop. of women (9)
		male (3)	female (4)			male (7)	female (8)	
All professorships	3.189	2.784	405	12,7%	3.227	2.798	429	13,3%
Of which C4/W3 professorships	1.388	1.258	130	9,4%	1.360	1.242	118	8,7%

Table 4.1.11

¹ Health sciences from 2006

Rounding differences in average values.

Source: German Federal Statistical Office

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

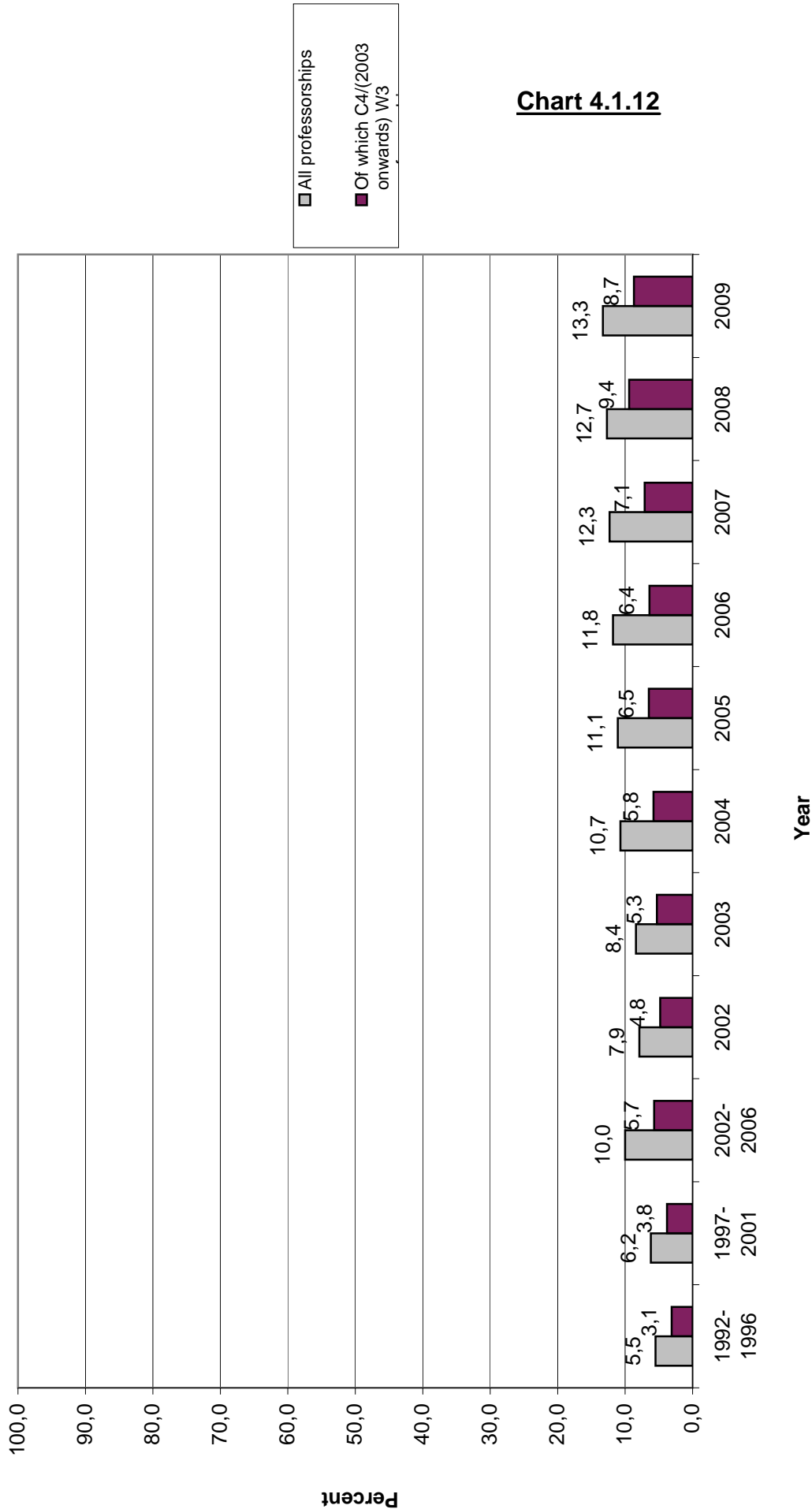


Table 4.2.1

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

State	All types of HE institution				Of which...											
					Universities and equiv. institutions of HE				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)
1992																
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
1993																
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
1994																
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...											
					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)
1995																
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
1996																
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
1997																
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)
1998																
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
1999																
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
2000																
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...											
					Universities and equiv. institutions of HE				Univ. 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)
2001																
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
2002																
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
2003																
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				Univ. 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)
2004																
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
2005																
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
2006																
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

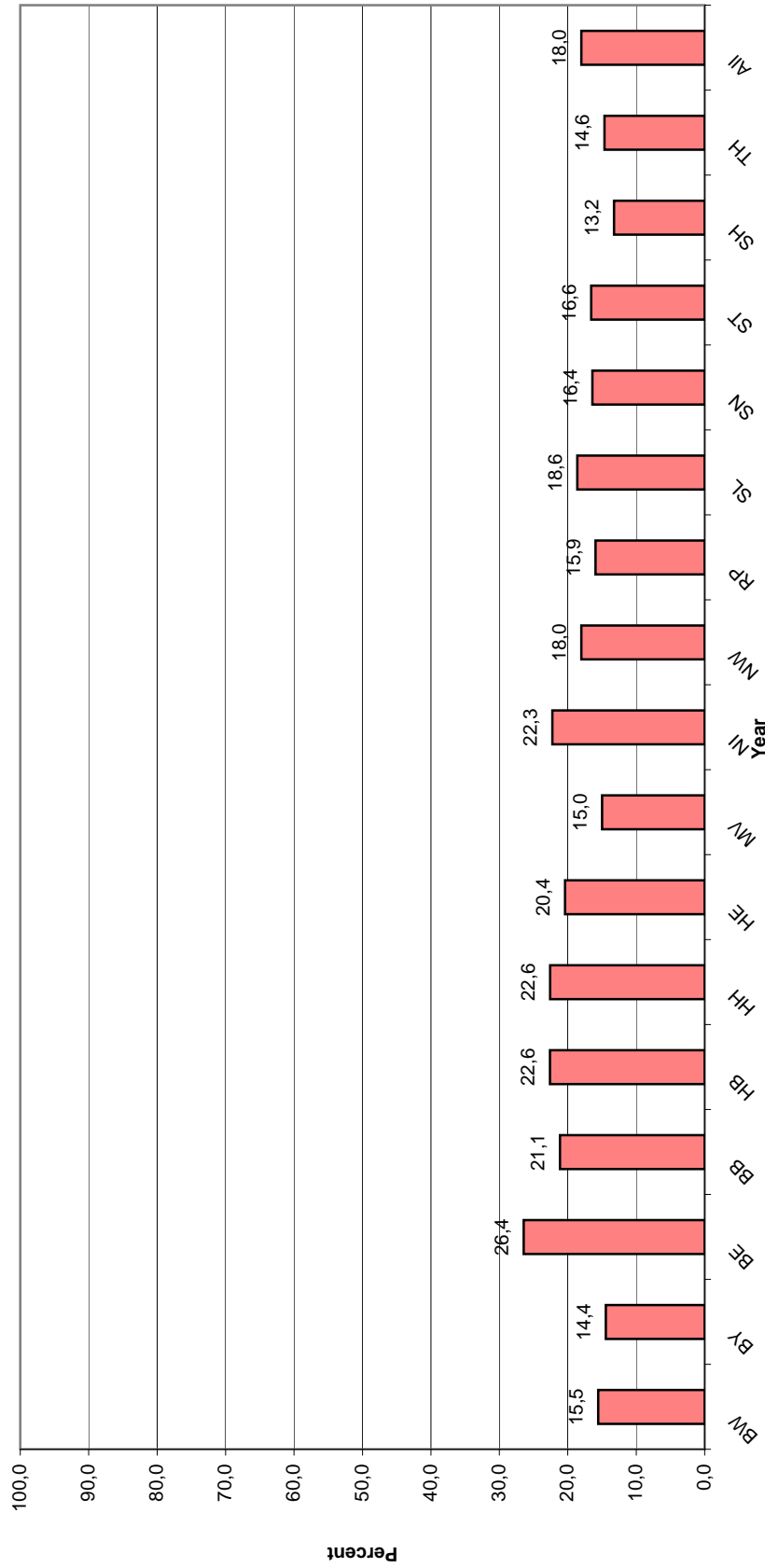
Table 4.2.6

**Proportion of women holding professorships, grouped by federal state and type of HE institution
From 2007 to 2009**

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)	Absolute	Absolute	(6)	Absolute	Absolute	(10)	Absolute	Absolute	(14)	Absolute	Absolute	(17)				
(2)	(3)	(4)	(5)	(7)	(8)	(9)	(11)	(12)	(13)	(15)	(16)	(17)				
2007																
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
2008																
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
2009																
BW	6.129	5.176	953	15,5	3 122	2.590	532	17,0	2 893	2.490	403	13,9	114	96	18	15,8
BY	5.642	4.827	815	14,4	3 397	2.897	500	14,7	2 245	1.930	315	14,0	-	-	-	-
BE	2.583	1.900	683	26,4	1 705	1.290	415	24,3	863	598	265	30,7	15	12	3	20,0
BB	809	638	171	21,1	419	325	94	22,4	383	307	76	19,8	7	6	1	14,3
HB	637	493	144	22,6	436	334	102	23,4	194	155	39	20,1	7	4	3	42,9
HH	1.408	1.090	318	22,6	1 020	793	227	22,3	379	289	90	23,7	9	8	1	11,1
HE	3.122	2.485	637	20,4	1 878	1.511	367	19,5	1 194	937	257	21,5	50	37	13	26,0
MV	814	692	122	15,0	496	428	68	13,7	318	264	54	17,0	-	-	-	-
NI	3.275	2.546	729	22,3	2 048	1.579	469	22,9	1 199	951	248	20,7	28	16	12	42,9
NW	7.780	6.378	1.402	18,0	4 819	3.953	866	18,0	2 867	2.349	518	18,1	94	76	18	19,1
RP	1.788	1.503	285	15,9	992	831	161	16,2	796	672	124	15,6	-	-	-	-
SL	446	363	83	18,6	324	266	58	17,9	122	97	25	20,5	-	-	-	-
SN	2.189	1.830	359	16,4	1 393	1.186	207	14,9	785	635	150	19,1	11	9	2	18,2
ST	1.019	850	169	16,6	595	504	91	15,3	421	343	78	18,5	3	3	-	0,0
SH	1.004	871	133	13,2	637	546	91	14,3	358	318	40	11,2	9	7	2	22,2
TH	1.086	927	159	14,6	701	600	101	14,4	385	327	58	15,1	-	-	-	-
Tot.	39.731	32.569	7.162	18,0	23.982	19.633	4.349	18,1	15.402	12.662	2.740	17,8	347	274	73	21,0

Source: German Federal Statistical Office

Chart 4.2.7: Proportion of women holding professorships, grouped by federal state, all HE institutions, 2009



Source: Statistisches Bundesamt

5 Female applications, shortlist places gained, calls to post, and appointments for professorships in higher education (1997-2010)

- 5.1 Grouped by type of HE institution and seniority
 - 5.1.1 Professorships held at all higher education institutions (overview 1997-2010)
 - 5.1.2 Professorships held, grouped by type of HE institution (overview 1997-2009)
 - 5.1.3 In 2010

- 5.2 Grouped by seniority and subject group
 - 5.2.1 - Universities (excl. art and music colleges) in 2010
 - 5.2.2 - Universities of applied sciences in 2010

- 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, 2010
 - 5.3.2 - Universities (excl. art and music colleges) -
In 2010, W3-W1 and overall
 - 5.3.3 - Art and music colleges -
W3-W1 and overall, 2010
 - 5.3.4 - Universities of applied sciences -
W3, W2, and overall, 2010

Table 5.1.1

Professorships held (general overview 1997-2010)

All HE institutions 2004 onwards incl. UNI BW and FH Bund from 2004**	1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008	2009	2010
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	85.356
Applications for professor vacancies	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	64.551
Men, 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	20.805
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	24,4
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	8.998
Of which: shortlisted	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	6.652
Men, absolute	903	783	869	947	967	1.196	1.200	1.529	1.269	1.406	1.532	1.946	2.306	2.346
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	26,1
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	3.872
Called to post	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	2.842
Men, absolute	406	325	325	401	367	467	466	604	529	530	646	846	1.062	1.030
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	26,6
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	2.015
Appointments*	1.747	1.667	1.468	1.590	1.256	1.450	1.325	1.841	809	942	1.146	1.268	1.416	1.472
Men, absolute	326	306	262	309	236	303	291	469	279	272	379	465	578	543
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	26,9

* 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.

Table 5.1.1

Table 5.1.2

Professorships held, grouped by type of HE institution (overview 1997-2010)

Universities and equivalent HE institutions (excl. art and music colleges) 2004 onwards incl. Bundeswehr		1997	1998	1999	2000	2001	2002	2003	2004**	2005	2006	2007	2008	2009	2010
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	52.849
	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	39.729
	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	13.120
	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	24,8
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	5.793
	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	4.184
	Women, absolute	503	405	515	559	571	704	806	914	922	1.013	1.090	1.348	1.623	1.609
	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	27,8
Called to post	Total	1.437	1.207	1.270	1.347	1.334	1.455	1.642	1.863	1.688	1.745	2.076	2.348	2.630	2.505
	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	1.796
	Women, absolute	219	161	176	221	190	257	283	327	372	369	463	599	760	709
	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	28,3
Appointments*	Total	1.228	1.061	1.001	1.072	717	862	987	1.287	722	860	1.052	1.117	1.237	1.126
	Men, absolute	1.056	911	864	912	603	714	806	1.040	547	679	792	810	885	795
	Women, absolute	172	150	137	160	114	148	181	247	175	181	260	307	352	331
	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	29,4

Art and music colleges		1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
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	6.371
	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	3.925
	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	2.446
	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	38,4
Of which: shortlisted	Total	266	265	275	300	298	377	255	340	352	239	289	337	409	353
	Men, absolute	203	207	205	221	211	265	204	249	241	160	200	215	266	201
	Women, absolute	63	58	70	79	87	112	51	91	111	79	89	122	143	152
	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	43,1
Called to post	Total	103	97	105	118	120	127	91	130	125	90	116	138	153	137
	Men, absolute	80	79	86	91	90	90	65	98	88	59	81	94	102	87
	Women, absolute	23	18	19	27	30	37	26	32	37	31	35	44	51	50
	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	36,5
Appointments*	Total	93	93	96	92	98	92	64	101	102	72	83	91	103	85
	Men, absolute	74	76	80	72	73	64	48	77	72	49	58	60	69	57
	Women, absolute	19	17	16	20	25	28	16	24	30	23	25	31	34	28
	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	32,9

Universities of applied sciences 2004 onwards incl. Federal Institutes for Public Administration		1997	1998	1999	2000	2001	2002	2003	2004	2005***	2006	2007	2008	2009	2010
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	26.136
	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	20.897
	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	5.239
	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	20,0
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	2.852
	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	2.267
	Women, absolute	337	320	284	309	309	380	343	524	236	314	353	476	540	585
	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	20,5
Called to post	Total	856	934	778	848	962	1.044	887	1.173	464	510	596	815	963	1.230
	Men, absolute	692	788	648	695	815	871	730	928	344	380	448	612	712	959
	Women, absolute	164	146	130	153	147	173	157	245	120	130	148	203	251	271
	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	22,0
Appointments*	Total	752	819	633	735	677	799	565	922	264	282	390	525	654	804
	Men, absolute	617	680	524	606	580	672	463	724	190	214	296	398	462	620
	Women, absolute	135	139	109	129	97	127	102	198	74	68	94	127	192	184
	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	22,9

* 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. For 22 calls to post 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, 2010**

Type of HE institution/seniority (1)	2010															
	Applications related to calls to post 2010								Called to post 2010				Appointments related to calls to post 2010			
	Total				Of which: shortlisted											
	Total	Men	Women		Total	Men	Women		Total	Men	Women		Total	Men	Women	
(2)	(3)	Absolute	%	(6)	(7)	Absolute	%	(10)	(11)	Absolute	%	(14)	(15)	Absolute	%	
Universities (excl. art and music colleges)*	52.849	39.729	13.120	24,8	5.793	4.184	1.609	27,8	2.505	1.796	709	28,3	1.126	795	331	29,4
- W3	34.426	26.838	7.588	22,0	3.356	2.563	793	23,6	1.419	1.081	338	23,8	513	387	126	24,6
- W2	13.730	9.790	3.940	28,7	1.729	1.185	544	31,5	717	493	224	31,2	353	254	99	28,0
- W1	4.693	3.101	1.592	33,9	708	436	272	38,4	369	222	147	39,8	260	154	106	40,8
Art and music colleges	6.371	3.925	2.446	38,4	353	201	152	43,1	137	87	50	36,5	85	57	28	32,9
- W3	3.512	2.347	1.165	33,2	190	123	67	35,3	75	55	20	26,7	54	42	12	22,2
- W2	2.753	1.551	1.202	43,7	149	77	72	48,3	57	31	26	45,6	29	14	15	51,7
- W1	106	27	79	74,5	14	1	13	92,9	5	1	4	80,0	2	1	1	50,0
Universities of applied sciences*,**	26.136	20.897	5.239	20,0	2.852	2.267	585	20,5	1.230	959	271	22,0	804	620	184	22,9
- W3	1.092	840	252	23,1	105	89	16	15,2	46	38	8	17,4	32	24	8	25,0
- W2	25.044	20.057	4.987	19,9	2.747	2.178	569	20,7	1.184	921	263	22,2	772	596	176	22,8
HE institutions total*,**	85.356	64.551	20.805	24,4	8.998	6.652	2.346	26,1	3.872	2.842	1.030	26,6	2.015	1.472	543	26,9
- W3	39.030	30.025	9.005	23,1	3.651	2.775	876	24,0	1.540	1.174	366	23,8	599	453	146	24,4
- W2	41.527	31.398	10.129	24,4	4.625	3.440	1.185	25,6	1.958	1.445	513	26,2	1.154	864	290	25,1
- W1	4.799	3.128	1.671	34,8	722	437	285	39,5	374	223	151	40,4	262	155	107	40,8

* 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, 2010
- Universities (excl. art and music colleges) -**

Subject groups	2010															
	Applications related to calls to post 2010								Called to post 2010 ¹				Appointments ² related to calls to post 2010 ³			
	Total				Of which: shortlisted				Total	Men	Women		Total	Men	Women	
	Total	Men	Women		Total	Men	Women				Absolute	%			Absolute	%
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
W3																
Languages/humanities	10.054	6.590	3.464	34,5	836	512	324	38,8	334	195	139	41,6	125	73	52	41,6
Sport	161	109	52	32,3	27	18	9	33,3	9	6	3	33,3	6	4	2	33,3
Law, economics, and social sciences	8.037	6.306	1.731	21,5	846	672	174	20,6	334	266	68	20,4	123	89	34	27,6
Mathematics/natural sciences	9.312	8.149	1.163	12,5	779	644	135	17,3	346	283	63	18,2	123	100	23	18,7
Human medicine/health sciences	3.077	2.613	464	15,1	459	391	68	14,8	202	171	31	15,3	75	67	8	10,7
Veterinary medicine	50	32	18	36,0	19	10	9	47,4	9	6	3	33,3	2	2	0	0,0
Agronomy, forestry, and nutrition sciences	279	226	53	19,0	48	35	13	27,1	21	16	5	23,8	4	2	2	50,0
Engineering	2.632	2.294	338	12,8	280	247	33	11,8	138	124	14	10,1	47	44	3	6,4
Art, art history	436	227	209	47,9	29	12	17	58,6	12	5	7	58,3	3	2	1	33,3
All	34.038	26.546	7.492	22,0	3.323	2.541	782	23,5	1.405	1.072	333	23,7	508	383	125	24,6
W2																
Languages/humanities	4.879	2.933	1.946	39,9	494	267	227	46,0	197	108	89	45,2	86	50	36	41,9
Sport	73	56	17	23,3	9	7	2	22,2	3	2	1	33,3	1	0	1	100,0
Law, economics, and social sciences	2.044	1.401	643	31,5	216	135	81	37,5	81	53	28	34,6	53	33	20	37,7
Mathematics/natural sciences	4.685	3.926	759	16,2	506	390	116	22,9	210	161	49	23,3	110	88	22	20,0
Human medicine/health sciences	1.106	859	247	22,3	381	301	80	21,0	169	131	38	22,5	77	65	12	15,6
Veterinary medicine	21	10	11	52,4	15	7	8	53,3	6	3	3	50,0	2	1	1	50,0
Agronomy, forestry, and nutrition sciences	90	77	13	14,4	20	15	5	25,0	8	5	3	37,5	5	4	1	20,0
Engineering	407	299	108	26,5	52	42	10	19,2	26	21	5	19,2	13	11	2	15,4
Art, art history	355	194	161	45,4	33	19	14	42,4	15	8	7	46,7	6	2	4	66,7
All	13.660	9.755	3.905	28,6	1.726	1.183	543	31,5	715	492	223	31,2	353	254	99	28,0
W1																
Languages/humanities	1.675	889	786	46,9	195	81	114	58,5	97	40	57	58,8	81	34	47	58,0
Sport	58	38	20	34,5	16	10	6	37,5	8	4	4	50,0	7	4	3	42,9
Law, economics, and social sciences	1.287	910	377	29,3	163	111	52	31,9	77	52	25	32,5	56	40	16	28,6
Mathematics/natural sciences	1.328	1.066	262	19,7	249	179	70	28,1	136	94	42	30,9	78	54	24	30,8
Human medicine/health sciences	47	32	15	31,9	27	20	7	25,9	16	10	6	37,5	11	7	4	36,4
Veterinary medicine	9	5	4	44,4	4	2	2	50,0	2	1	1	50,0	2	1	1	50,0
Agronomy, forestry, and nutrition sciences	7	6	1	14,3	4	2	2	50,0	3	1	2	66,7	2	0	2	100,0
Engineering	153	108	45	29,4	37	24	13	35,1	25	18	7	28,0	20	13	7	35,0
Art, art history	128	46	82	64,1	12	6	6	50,0	4	1	3	75,0	3	1	2	66,7
All	4.692	3.100	1.592	33,9	707	435	272	38,5	368	221	147	39,9	260	154	106	40,8
Total																
Languages/humanities	16.608	10.412	6.196	37,3	1.525	860	665	43,6	628	343	285	45,4	292	157	135	46,2
Sport	292	203	89	30,5	52	35	17	32,7	20	12	8	40,0	14	8	6	42,9
Law, economics, and social sciences	11.368	8.617	2.751	24,2	1.225	918	307	25,1	492	371	121	24,6	232	162	70	30,2
Mathematics/natural sciences	15.325	13.141	2.184	14,3	1.534	1.213	321	20,9	692	538	154	22,3	311	242	69	22,2
Human medicine/health sciences	4.230	3.504	726	17,2	867	712	155	17,9	387	312	75	19,4	163	139	24	14,7
Veterinary medicine	80	47	33	41,3	38	19	19	50,0	17	10	7	41,2	6	4	2	33,3
Agronomy, forestry, and nutrition sciences	376	309	67	17,8	72	52	20	27,8	32	22	10	31,3	11	6	5	45,5
Engineering	3.192	2.701	491	15,4	369	313	56	15,2	189	163	26	13,8	80	68	12	15,0
Art, art history	996	634	362	36,3	118	78	40	33,9	63	44	19	30,2	36	26	10	27,8
All	52.390	39.401	12.989	24,8	5.756	4.159	1.597	27,7	2.488	1.785	703	28,3	1.121	791	330	29,4

¹ Successful candidates/calls² Acceptance/employment³ Excl. acceptances in 2011 related to calls to post 2010.

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, 2010
- Universities of applied sciences -**

Subject groups	2010																			
	Applications related to calls to post 2010								Called to post 2010 ¹				Appointments ² related to calls to post 2010 ³							
	Total				Of which: shortlisted				Total		Men		Women		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)				
W3																				
Languages/humanities	20	2	18	90,0	3	1	2	66,7	1	0	1	100,0	1	0	1	100,0				
Economics and social sciences	274	211	63	23,0	37	29	8	21,6	15	11	4	26,7	10	6	4	40,0				
Mathematics/natural sciences	107	101	6	5,6	12	10	2	16,7	6	4	2	33,3	5	3	2	40,0				
Agronomy, forestry, and nutrition scienc	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0	0	0	0	0,0				
Engineering	411	367	44	10,7	43	41	2	4,7	20	20	0	0,0	14	14	0	0,0				
Art, art history	246	137	109	44,3	7	7	0	0,0	3	3	0	0,0	1	1	0	0,0				
All	1.058	818	240	22,7	102	88	14	13,7	45	38	7	15,6	31	24	7	22,6				
W2																				
Languages/humanities	602	327	275	45,7	53	25	28	52,8	22	10	12	54,5	15	8	7	46,7				
Economics and social sciences	8.939	6.544	2.395	26,8	955	665	290	30,4	403	272	131	32,5	259	172	87	33,6				
Mathematics/natural sciences	4.014	3.522	492	12,3	368	320	48	13,0	153	131	22	14,4	110	90	20	18,2				
Human medicine/health sciences	118	64	54	45,8	22	11	11	50,0	12	7	5	41,7	10	6	4	40,0				
Agronomy, forestry, and nutrition scienc	328	241	87	26,5	47	35	12	25,5	23	14	9	39,1	16	11	5	31,3				
Engineering	9.205	8.161	1.044	11,3	1.154	1.028	126	10,9	518	451	67	12,9	319	280	39	12,2				
Art, art history	1.737	1.138	599	34,5	131	84	47	35,9	49	34	15	30,6	40	28	12	30,0				
All	24.943	19.997	4.946	19,8	2.730	2.168	562	20,6	1.180	919	261	22,1	769	595	174	22,6				
Total																				
Languages/humanities	622	329	293	47,1	56	26	30	53,6	23	10	13	56,5	16	8	8	50,0				
Economics and social sciences	9.213	6.755	2.458	26,7	992	694	298	30,0	418	283	135	32,3	269	178	91	33,8				
Mathematics/natural sciences	4.121	3.623	498	12,1	380	330	50	13,2	159	135	24	15,1	115	93	22	19,1				
Human medicine/health sciences	118	64	54	45,8	22	11	11	50,0	12	7	5	41,7	10	6	4	40,0				
Agronomy, forestry, and nutrition scienc	328	241	87	26,5	47	35	12	25,5	23	14	9	39,1	16	11	5	31,3				
Engineering	9.616	8.528	1.088	11,3	1.197	1.069	128	10,7	538	471	67	12,5	333	294	39	11,7				
Art, art history	1.983	1.275	708	35,7	138	91	47	34,1	52	37	15	28,8	41	29	12	29,3				
All	26.001	20.815	5.186	19,9	2.832	2.256	576	20,3	1.225	957	268	21,9	800	619	181	22,6				

¹ Successful candidates/calls² Acceptance/employment³ Excl. acceptances in 2011 related to calls to post 2010.

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, 2010

Universities and equivalent institutions of higher education (excl. art and music colleges)			
State	Applications	Of which shortlisted	Called to post
BW	22,8	27,3	27,2
BY	18,9	22,8	18,2
BE	29,1	37,5	40,4
BB	28,5	31,5	27,7
HB	27,4	31,7	29,4
HH	27,3	30,9	31,0
HE	24,1	27,4	27,8
MV	30,5	22,2	19,6
NI	29,9	35,6	35,0
NW	23,1	24,3	25,9
RP	24,6	32,1	40,3
SL	14,6	12,5	4,5
SN	24,4	26,6	38,1
ST	23,1	20,7	15,8
SH	23,5	35,4	34,8
TH	40,7	21,2	15,9
All	24,8	27,7	28,3

Art and music colleges			
State	Applications	Of which shortlisted	Called to post
BW	35,7	39,4	26,9
BY	23,7	13,0	0,0
BE	49,0	59,3	54,8
BB	14,9	22,2	0,0
HB	33,8	60,0	80,0
HH	37,6	57,1	60,0
HE	38,1	29,2	22,2
MV	35,4	0,0	0,0
NI	38,6	43,8	50,0
NW	35,8	43,6	33,3
RP	0,0	0,0	0,0
SL	42,5	66,7	33,3
SN	28,4	23,1	15,4
ST	47,0	66,7	75,0
SH	40,0	42,9	33,3
TH	0,0	0,0	0,0
All	38,4	43,1	36,5

Universities of applied sciences			
State	Applications	Of which shortlisted	Called to post
BW	15,7	17,8	18,7
BY	20,9	16,9	17,1
BE	21,4	20,4	27,8
BB	35,0	21,6	17,1
HB	21,2	16,1	13,3
HH	28,1	32,1	28,6
HE	20,0	26,9	23,6
MV	18,3	15,7	25,0
NI	21,8	23,4	24,4
NW	18,4	20,9	26,7
RP	21,5	23,4	20,4
SL	20,0	19,0	33,3
SN	20,8	18,6	16,7
ST	28,3	30,0	21,4
SH	12,9	18,5	25,0
TH	17,1	24,3	31,3
All	19,9	20,3	21,9

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, 2010
- Traditional universities (excl. art and music colleges) W3-W1 and overall -**

State	2010																			
	Applications related to calls to post 2010								Called to post 2010				Appointments related to calls to post 2010				Appointments related to calls to post 2009			
	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)
W3																				
BW	6.979	5.521	1.458	20,9	661	495	166	25,1	278	208	70	25,2	99	69	30	30,3	92	60	32	34,8
BY	4.146	3.437	709	17,1	447	350	97	21,7	159	134	25	15,7	57	49	8	14,0	57	46	11	19,3
BE	3.375	2.458	917	27,2	282	184	98	34,8	111	69	42	37,8	34	22	12	35,3	21	18	3	14,3
BB	878	688	190	21,6	91	71	20	22,0	36	29	7	19,4	6	6	0	0,0	9	8	1	11,1
HB	240	195	45	18,8	25	20	5	20,0	11	9	2	18,2	5	4	1	20,0	8	7	1	12,5
HH	1.823	1.427	396	21,7	177	139	38	21,5	69	57	12	17,4	16	16	0	0,0	14	9	5	35,7
HE	2.711	2.175	536	19,8	322	243	79	24,5	148	113	35	23,6	48	33	15	31,3	35	24	11	31,4
MV	413	282	131	31,7	51	40	11	21,6	19	14	5	26,3	10	7	3	30,0	8	6	2	25,0
NI	2.648	2.025	623	23,5	243	178	65	26,7	106	77	29	27,4	42	30	12	28,6	17	15	2	11,8
NW	5.984	4.735	1.249	20,9	482	387	95	19,7	243	194	49	20,2	101	73	28	27,7	103	74	29	28,2
RP	993	813	180	18,1	101	80	21	20,8	45	31	14	31,1	20	14	6	30,0	21	15	6	28,6
SL	429	368	61	14,2	48	43	5	10,4	17	17	0	0,0	7	7	0	0,0	7	6	1	14,3
SN	1.199	951	248	20,7	128	98	30	23,4	54	27	27	50,0	26	20	6	23,1	21	16	5	23,8
ST	909	713	196	21,6	103	86	17	16,5	41	37	4	9,8	13	12	1	7,7	11	11	0	0,0
SH	411	331	80	19,5	65	50	15	23,1	31	23	8	25,8	14	12	2	14,3	9	6	3	33,3
TH	900	427	473	52,6	97	77	20	20,6	37	33	4	10,8	10	9	1	10,0	11	9	2	18,2
All	34.038	26.546	7.492	22,0	3.323	2.541	782	23,5	1.405	1.072	333	23,7	508	383	125	24,6	444	330	114	25,7
W2																				
BW	426	294	132	31,0	39	22	17	43,6	10	4	6	60,0	6	2	4	66,7	4	4	0	0,0
BY	2.565	2.020	545	21,2	396	305	91	23,0	138	110	28	20,3	65	51	14	21,5	50	42	8	16,0
BE	492	317	175	35,6	106	62	44	41,5	56	34	22	39,3	19	15	4	21,1	12	7	5	41,7
BB	202	103	99	49,0	28	17	11	39,3	17	11	6	35,3	6	3	3	50,0	4	0	4	100,0
HB	223	141	82	36,8	16	8	8	50,0	6	3	3	50,0	4	2	2	50,0	5	3	2	40,0
HH	763	494	269	35,3	76	42	34	44,7	29	15	14	48,3	13	5	8	61,5	14	12	2	14,3
HE	1.167	803	364	31,2	161	106	55	34,2	69	42	27	39,1	36	22	14	38,9	18	14	4	22,2
MV	306	212	94	30,7	50	37	13	26,0	20	17	3	15,0	11	11	0	0,0	6	4	2	33,3
NI	1.361	830	531	39,0	159	81	78	49,1	73	38	35	47,9	43	24	19	44,2	15	10	5	33,3
NW	3.631	2.697	934	25,7	333	243	90	27,0	142	104	38	26,8	79	62	17	21,5	69	44	25	36,2
RP	832	594	238	28,6	107	72	35	32,7	42	26	16	38,1	19	15	4	21,1	11	7	4	36,4
SL	77	70	7	9,1	4	3	1	25,0	2	1	1	50,0	1	1	0	0,0	1	1	0	0,0
SN	778	548	230	29,6	129	95	34	26,4	51	38	13	25,5	22	18	4	18,2	18	14	4	22,2
ST	232	170	62	26,7	28	19	9	32,1	11	9	2	18,2	6	5	1	16,7	8	8	0	0,0
SH	139	106	33	23,7	43	27	16	37,2	25	20	5	20,0	18	14	4	22,2	13	10	3	23,1
TH	466	356	110	23,6	51	44	7	13,7	24	20	4	16,7	5	4	1	20,0	11	8	3	27,3
All	13.660	9.755	3.905	28,6	1.726	1.183	543	31,5	715	492	223	31,2	353	254	99	28,0	259	188	71	27,4
W1																				
BW	1.081	740	341	31,5	109	71	38	34,9	47	32	15	31,9	37	25	12	32,4	10	6	4	40,0
BY	49	27	22	44,9	11	4	7	63,6	5	3	2	40,0	3	2	1	33,3	1	1	0	0,0
BE	454	289	165	36,3	68	39	29	42,6	31	15	16	51,6	20	12	8	40,0	6	3	3	50,0
BB	107	58	49	45,8	27	12	15	55,6	12	7	5	41,7	9	6	3	33,3	2	0	2	100,0
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	260	149	111	42,7	32	16	16	50,0	15	6	9	60,0	9	3	6	66,7	2	1	1	50,0
HE	413	277	136	32,9	50	38	12	24,0	24	19	5	20,8	14	10	4	28,6	7	5	2	28,6
MV	45	37	8	17,8	16	14	2	12,5	7	6	1	14,3	5	5	0	0,0	1	1	0	0,0
NI	621	390	231	37,2	90	58	32	35,6	38	26	12	31,6	30	21	9	30,0	6	4	2	33,3
NW	613	430	183	29,9	121	79	42	34,7	97	59	38	39,2	66	39	27	40,9	15	13	2	13,3
RP	460	316	144	31,3	72	38	34	47,2	37	17	20	54,1	30	13	17	56,7	7	5	2	28,6
SL	27	17	10	37,0	4	3	1	25,0	3	3	0	0,0	0	0	0	0,0	2	1	1	50,0
SN	119	85	34	28,6	29	17	12	41,4	13	8	5	38,5	11	6	5	45,5	1	0	1	100,0
ST	49	32	17	34,7	9	6	3	33,3	5	2	3	60,0	3	2	1	33,3	0	0	0	0,0
SH	50	22	28	56,0	19	5	14	73,7	13	2	11	84,6	10	0	10	100,0	6	3	3	50,0
TH	344	231	113	32,8	50	35	15	30,0	21	16	5	23,8	13	10	3	23,1	4	2	2	50,0
All	4.692	3.100	1.592	33,9	707	435	272	38,5	368	221	147	39,9	260	154	106	40,8	70	45	25	35,7
Total																				
BW	8.486	6.555	1.931	22,8	809	588	221	27,3	335	244	91	27,2	142	96	46	32,4	106	70	36	34,0
BY	6.760	5.484	1.276	18,9	854	659	195	22,8	302	247	55	18,2	125	102	23	18,4	108	89	19	17,6
BE	4.321	3.064	1.257	29,1	456	285	171	37,5	198	118	80	40,4	73	49	24	32,9	39	28	11	28,2
BB	1.187	849	338	28,5	146	100	46	31,5	65	47	18	27,7	21	15	6	28,6	15	8	7	46,7
HB	463	336	127	27,4	41	28	13	31,7	17	12	5	29,4	9	6	3	33,3	13	10	3	23,1
HH	2.846	2.070	776	27,3	285	197	88	30,9	113	78	35	31,0	38	24	14	36,8	30	22	8	26,7
HE	4.291	3.255	1.036	24,1	533	387	146	27,4	241	174	67	27,8	98	65	33	33,7	60	43	17	28,3
MV	764	531	233	30,5	117	91	26	22,2	46	37	9	19,6	26	23	3	11,5	15	11	4	26,7
NI	4.630	3.245	1.385	29,9	492	317	175	35,6	217	141	76	35,0	115	75	40	34,8	38	29	9	23,7
NW	10.228	7.862	2.366	23,1	936	709	227	24,3	482	357	125	25,9	246	174	72	29,3	187	131	56	29,9
RP	2																			

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, 2010
- Art and music colleges (W3-W1 and overall) -**

State	2010																				
	Applications related to calls to post 2010								Called to post 2010				Appointments related to calls to post 2010				Appointments related to calls to post 2009				
	Total				Of which: shortlisted				Total				Total				Total				
	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)	
W3																					
BW	786	540	246	31,3	45	32	13	28,9	19	15	4	21,1	17	13	4	23,5	1	1	0	0,0	
BY	214	178	36	16,8	12	11	1	8,3	4	4	0	0,0	4	4	0	0,0	2	1	1	50,0	
BE	629	367	262	41,7	30	17	13	43,3	12	8	4	33,3	5	4	1	20,0	1	1	0	0,0	
BB	47	40	7	14,9	9	7	2	22,2	1	1	0	0,0	1	1	0	0,0	4	4	0	0,0	
HB	84	55	29	34,5	5	3	2	40,0	2	1	1	50,0	2	1	1	50,0	1	1	0	0,0	
HH	285	171	114	40,0	12	5	7	58,3	4	1	3	75,0	2	1	1	50,0	2	1	1	50,0	
HE	381	255	126	33,1	16	14	2	12,5	6	6	0	0,0	6	6	0	0,0	0	0	0	0,0	
MV	82	53	29	35,4	4	4	0	0,0	2	2	0	0,0	1	1	0	0,0	1	1	0	0,0	
NI	85	52	33	38,8	9	4	5	55,6	3	1	2	66,7	1	0	1	100,0	2	1	1	50,0	
NW	552	391	161	29,2	28	15	13	46,4	12	8	4	33,3	8	5	3	37,5	1	0	1	100,0	
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	219	126	93	42,5	9	3	6	66,7	3	2	1	33,3	3	2	1	33,3	0	0	0	0,0	
SN	133	109	24	18,0	10	7	3	30,0	6	5	1	16,7	3	3	0	0,0	1	1	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	15	10	5	33,3	1	1	0	0,0	1	1	0	0,0	1	1	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	2	2	0	0,0	
All	3.512	2.347	1.165	33,2	190	123	67	35,3	75	55	20	26,7	54	42	12	22,2	18	14	4	22,2	
W2																					
BW	301	163	138	45,8	18	7	11	61,1	6	3	3	50,0	6	3	3	50,0	0	0	0	0,0	
BY	262	185	77	29,4	11	9	2	18,2	4	4	0	0,0	3	3	0	0,0	0	0	0	0,0	
BE	756	367	389	51,5	40	16	24	60,0	15	6	9	60,0	4	1	3	75,0	1	1	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	61	41	20	32,8	5	1	4	80,0	3	0	3	100,0	2	0	2	100,0	2	1	1	50,0	
HH	26	23	3	11,5	2	1	1	50,0	1	1	0	0,0	1	1	0	0,0	0	0	0	0,0	
HE	86	34	52	60,5	8	3	5	62,5	3	1	2	66,7	1	0	1	100,0	1	1	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	122	75	47	38,5	7	5	2	28,6	3	2	1	33,3	2	2	0	0,0	1	1	0	0,0	
NW	470	265	205	43,6	27	16	11	40,7	9	6	3	33,3	4	1	3	75,0	2	1	1	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	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	269	179	90	33,5	16	13	3	18,8	7	6	1	14,3	2	1	1	50,0	3	1	2	66,7	
ST	285	151	134	47,0	9	3	6	66,7	4	1	3	75,0	2	1	1	50,0	2	1	1	50,0	
SH	115	68	47	40,9	6	3	3	50,0	2	1	1	50,0	2	1	1	50,0	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	3	1	2	66,7	
All	2.753	1.551	1.202	43,7	149	77	72	48,3	57	31	26	45,6	29	14	15	51,7	15	8	7	46,7	
W1																					
BW	37	20	17	46	3	1	2	67	1	1	0	0,0	1	1	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	69	7	62	89,9	11	0	11	100,0	4	0	4	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	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	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	106	27	79	74,5	14	1	13	92,9	5	1	4	80,0	2	1	1	50,0	0	0	0	0,0	
Total																					
BW	1.124	723	401	35,7	66	40	26	39,4	26	19	7	26,9	24	17	7	29,2	1	1	0	0,0	
BY	476	363	113	23,7	23	20	3	13,0	8	8	0	0,0	7	7	0	0,0	2	1	1	50,0	
BE	1.454	741	713	49,0	81	33	48	59,3	31	14	17	54,8	10	5	5	50,0	2	2	0	0,0	
BB	47	40	7	14,9	9	7	2	22,2	1	1	0	0,0	1	1	0	0,0	4	4	0	0,0	
HB	145	96	49	33,8	10	4	6	60,0	5	1	4	80,0	4	1	3	75,0	3	2	1	33,3	
HH	311	194	117	37,6	14	6	8	57,1	5	2	3	60,0	3	2	1	33,3	2	1	1	50,0	
HE	467	289	178	38,1	24	17	7	29,2	9	7	2	22,2	7	6	1	14,3	1	1	0	0,0	
MV	82	53	29	35,4	4	4	0	0,0	2	2	0	0,0	1	1	0	0,0	1	1	0	0,0	
NI	207	127	80	38,6	16	9	7	43,8	6	3	3	50,0	3	2	1	33,3	3	2	1	33,3	
NW	1.022	656	366	35,8	55	31	24	43,6	21	14	7	33,3	12	6	6	50,0	3	1	2	66,7	
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	219	126	93	42,5	9	3	6	66,7	3	2	1	33,3	3	2	1	33,3	0	0	0	0,0	
SN	402	288	114	28,4	26	20	6	23,1	13	11	2	15,4	5	4	1	20,0	4	2	2	50,0	
ST	285	151	134	47,0	9	3	6	66,7	4	1	3	75,0	2	1	1	50,0	2	1	1	50,0	
SH	130	78	52	40,0	7	4	3	42,9	3	2	1	33,3	3	2	1	33,3	0	0	0	0,0	
TH	0	0	0	0,0	0	0	0	0,0													

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, 2010
- Universities of applied sciences (W3, W2, and overall) -**

State	2010																			
	Applications related to calls to post 2010								Called to post 2010				Appointments related to calls to post 2010				Appointments related to calls to post 2009			
	Total				Of which: shortlisted				Total				Total				Total			
	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)
W3																				
BW	536	466	70	13,1	51	46	5	9,8	23	20	3	13,0	15	12	3	20,0	4	4	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	35	32	3	8,6	7	6	1	14,3	3	3	0	0,0	1	1	0	0,0	0	0	0	0,0
BB	352	200	152	43,2	25	21	4	16,0	11	9	2	18,2	8	6	2	25,0	4	3	1	25,0
HB	22	21	1	4,5	2	2	0	0,0	1	1	0	0,0	1	1	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	24	23	1	4,2	2	2	0	0,0	1	1	0	0,0	1	1	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	1	1	0	0,0
SN	73	60	13	17,8	13	9	4	30,8	5	3	2	40,0	5	3	2	40,0	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	1	1	0	0,0
SH	16	16	0	0,0	2	2	0	0,0	1	1	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	1.058	818	240	22,7	102	88	14	13,7	45	38	7	15,6	31	24	7	22,6	10	9	1	10,0
W2																				
BW	5.061	4.255	806	15,9	556	453	103	18,5	260	210	50	19,2	165	127	38	23,0	51	39	12	23,5
BY	5.460	4.317	1.143	20,9	496	412	84	16,9	222	184	38	17,1	146	120	26	17,8	80	68	12	15,0
BE	1.691	1.325	366	21,6	174	138	36	20,7	76	54	22	28,9	39	27	12	30,8	23	13	10	43,5
BB	740	510	230	31,1	72	55	17	23,6	30	25	5	16,7	25	21	4	16,0	7	5	2	28,6
HB	252	195	57	22,6	29	24	5	17,2	14	12	2	14,3	4	4	0	0,0	9	7	2	22,2
HH	473	340	133	28,1	53,0	36	17	32,1	28	20	8	28,6	17	12	5	29,4	11	11	0	0,0
HE	1.789	1.432	357	20,0	182	133	49	26,9	72	55	17	23,6	55	40	15	27,3	12	9	3	25,0
MV	263	215	48	18,3	51	43	8	15,7	16	12	4	25,0	13	11	2	15,4	5	3	2	40,0
NI	1.734	1.356	378	21,8	197	151	46	23,4	90	68	22	24,4	44	28	16	36,4	17	11	6	35,3
NW	5.016	4.093	923	18,4	618	489	129	20,9	243	178	65	26,7	169	130	39	23,1	46	32	14	30,4
RP	1.128	881	247	21,9	122	93	29	23,8	53	42	11	20,8	40	34	6	15,0	21	18	3	14,3
SL	115	92	23	20,0	21	17	4	19,0	6	4	2	33,3	3	2	1	33,3	5	5	0	0,0
SN	374	294	80	21,4	57	48	9	15,8	25	22	3	12,0	18	17	1	5,6	7	5	2	28,6
ST	187	134	53	28,3	40	28	12	30,0	14	11	3	21,4	9	7	2	22,2	2	2	0	0,0
SH	309	267	42	13,6	25	20	5	20,0	15	11	4	26,7	12	8	4	33,3	8	6	2	25,0
TH	351	291	60	17,1	37	28	9	24,3	16	11	5	31,3	10	7	3	30,0	9	8	1	11,1
All	24.943	19.997	4.946	19,8	2.730	2.168	562	20,6	1.180	919	261	22,1	769	595	174	22,6	313	242	71	22,7
Total																				
BW	5.597	4.721	876	15,7	607	499	108	17,8	283	230	53	18,7	180	139	41	22,8	55	43	12	21,8
BY	5.460	4.317	1.143	20,9	496	412	84	16,9	222	184	38	17,1	146	120	26	17,8	80	68	12	15,0
BE	1.726	1.357	369	21,4	181	144	37	20,4	79	57	22	27,8	40	28	12	30,0	23	13	10	43,5
BB	1.092	710	382	35,0	97	76	21	21,6	41	34	7	17,1	33	27	6	18,2	11	8	3	27,3
HB	274	216	58	21,2	31	26	5	16,1	15	13	2	13,3	5	5	0	0,0	9	7	2	22,2
HH	473	340	133	28,1	53	36	17	32,1	28	20	8	28,6	17	12	5	29,4	11	11	0	0,0
HE	1.789	1.432	357	20,0	182	133	49	26,9	72	55	17	23,6	55	40	15	27,3	12	9	3	25,0
MV	263	215	48	18,3	51	43	8	15,7	16	12	4	25,0	13	11	2	15,4	5	3	2	40,0
NI	1.734	1.356	378	21,8	197	151	46	23,4	90	68	22	24,4	44	28	16	36,4	17	11	6	35,3
NW	5.016	4.093	923	18,4	618	489	129	20,9	243	178	65	26,7	169	130	39	23,1	46	32	14	30,4
RP	1.152	904	248	21,5	124	95	29	23,4	54	43	11	20,4	41	35	6	14,6	21	18	3	14,3
SL	115	92	23	20,0	21	17	4	19,0	6	4	2	33,3	3	2	1	33,3	6	6	0	0,0
SN	447	354	93	20,8	70	57	13	18,6	30	25	5	16,7	23	20	3	13,0	7	5	2	28,6
ST	187	134	53	28,3	40	28	12	30,0	14	11	3	21,4	9	7	2	22,2	3	3	0	0,0
SH	325	283	42	12,9	27	22	5	18,5	16	12	4	25,0	12	8	4	33,3	8	6	2	25,0
TH	351	291	60	17,1	37	28	9	24,3	16	11	5	31,3	10	7	3	30,0	9	8	1	11,1
All	26.001	20.815	5.186	19,9	2.832	2.256	576	20,3	1.225	957	268	21,9	800	619	181	22,6	323	251	72	22,3

Source: GWK survey of states.

BW: Incl. Cooperative State University founded on 1 March 2009.

6 Proportion of academic leadership positions held by women

- 6.1 Averages for the periods 1996-2000 and 2001-2005, and for 2006 to 2010
- 6.2 Charts showing proportion holding various positions
- 6.3.1 Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2003-2009
- 6.3.2 Proportions of women on university councils and academic supervisory bodies, grouped by federal state, 2010
- 6.4 Chart: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2010

**Proportion of academic leadership positions held by women
Averages for the periods 1996-2000, 2001-2005 and years 2006 to 2010**

Funktion	Averages 1996-2000 ¹			Averages 2001-2005 ¹			Year 2006			Year 2007 ³			Year 2008 ³			Year 2009 ³			Year 2010 ^{2,3}									
	total	Men Number	Women Number	total	Men Number	Women Number	total	Men Number	Women Number	total	Men Number	Women Number	total	Men Number	Women Number	total	Men Number	Women Number	total	Men Number	Women Number							
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)
Rector	308	290	17	5,5	328	301	27	8,2	376	341	35	9,3	344	318	26	7,6	357	320	37	10,4	354	314	40	11,3	360	320	40	11,1
President	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	7	6	1	14,3
Founding rector, Founding commissioner	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	685	521	164	23,9
Prorector	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	321	247	74	23,1
Vice president	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	1.373	1.094	279	20,3
Chancellor																												
Total																												

¹ Rounding differences

² As at 31.12.2010

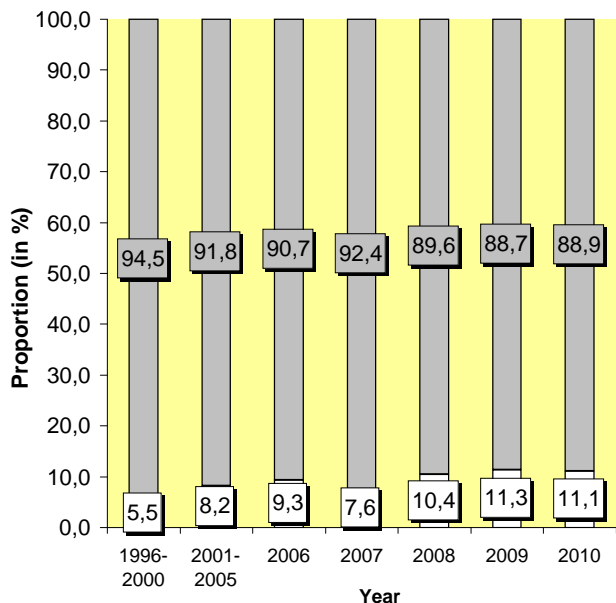
³ Source: Figures prepared by GWK based on data from German Rectors' Conference. Note: In Lower Saxony (NI), chancellors have been referred to as "vice presidents" since 2002.

Table 6.1

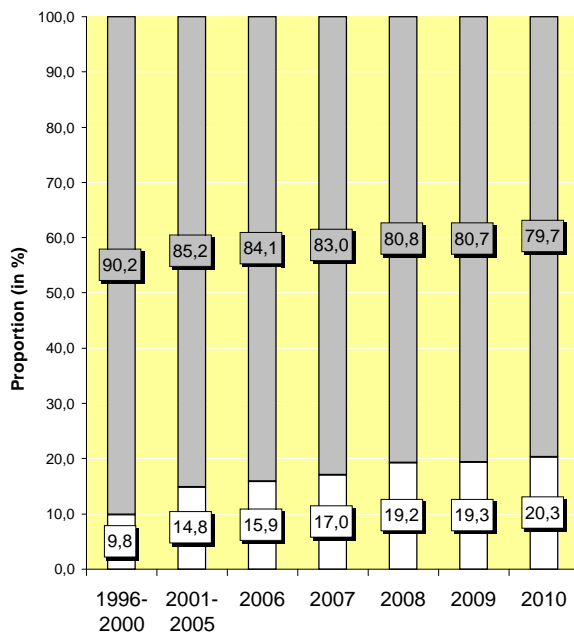
Table 6.2

Charts showing proportion holding various academic leadership positions

Proportion of women in the position of rector, president

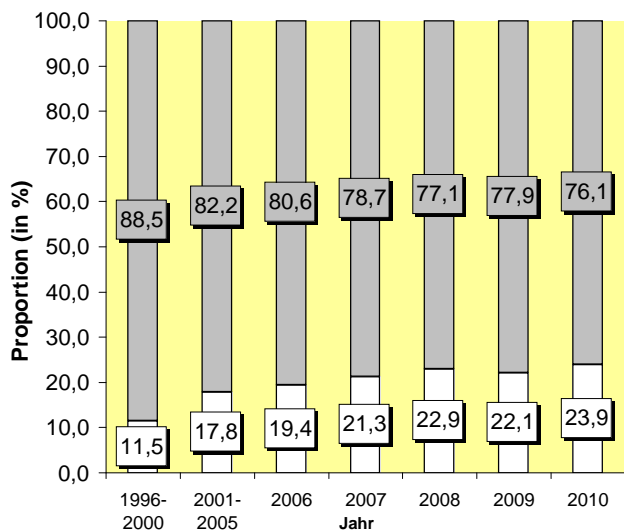


Proportion of women in academic leadership position (overall)

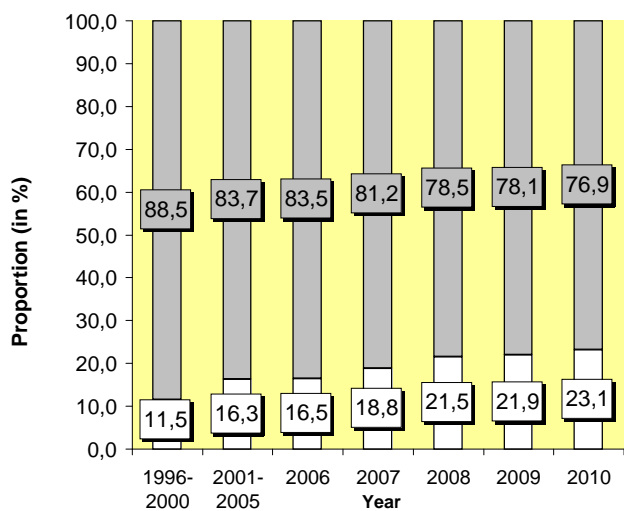


□ Women □ Men

Proportion of women in the position of prorector vicepresident



Proportion of women in the position of chancellor



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

Table 6.3.1

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 6.3.2

Proportions of women on university councils and academic supervisory bodies, grouped by federal state, 2010

State	2010		
	Total	Women	
(1)	(2)	(3) (4)	
Baden-Württemberg	457	124	27,1
Bavaria	502	111	22,1
Berlin	226	67	29,6
Brandenburg	34	9	26,5
Bremen	12	5	41,7
Hamburg	75	21	28,0
Hesse	198	39	19,7
Mecklenburg-West Pomerania	60	10	16,7
Lower Saxony	135	54	40,0
North Rhine-Westphalia	366	86	23,5
Rhineland-Palatinate	167	31	18,6
Saarland	14	5	35,7
Saxony	144	35	24,3
Saxony-Anhalt	54	7	13,0
Schleswig-Holstein	47	16	34,0
Thuringia	78	18	23,1
All Germany	2.569	638	24,8

Source: CEWS survey of HE institutions

Survey date: 31.12.2010

Number of HE institutions surveyed

Number of HE institutions replied

Return rate in percent

Of which, HE institutions with a body relevant to survey

Of which, HE institutions with no body relevant to survey

378

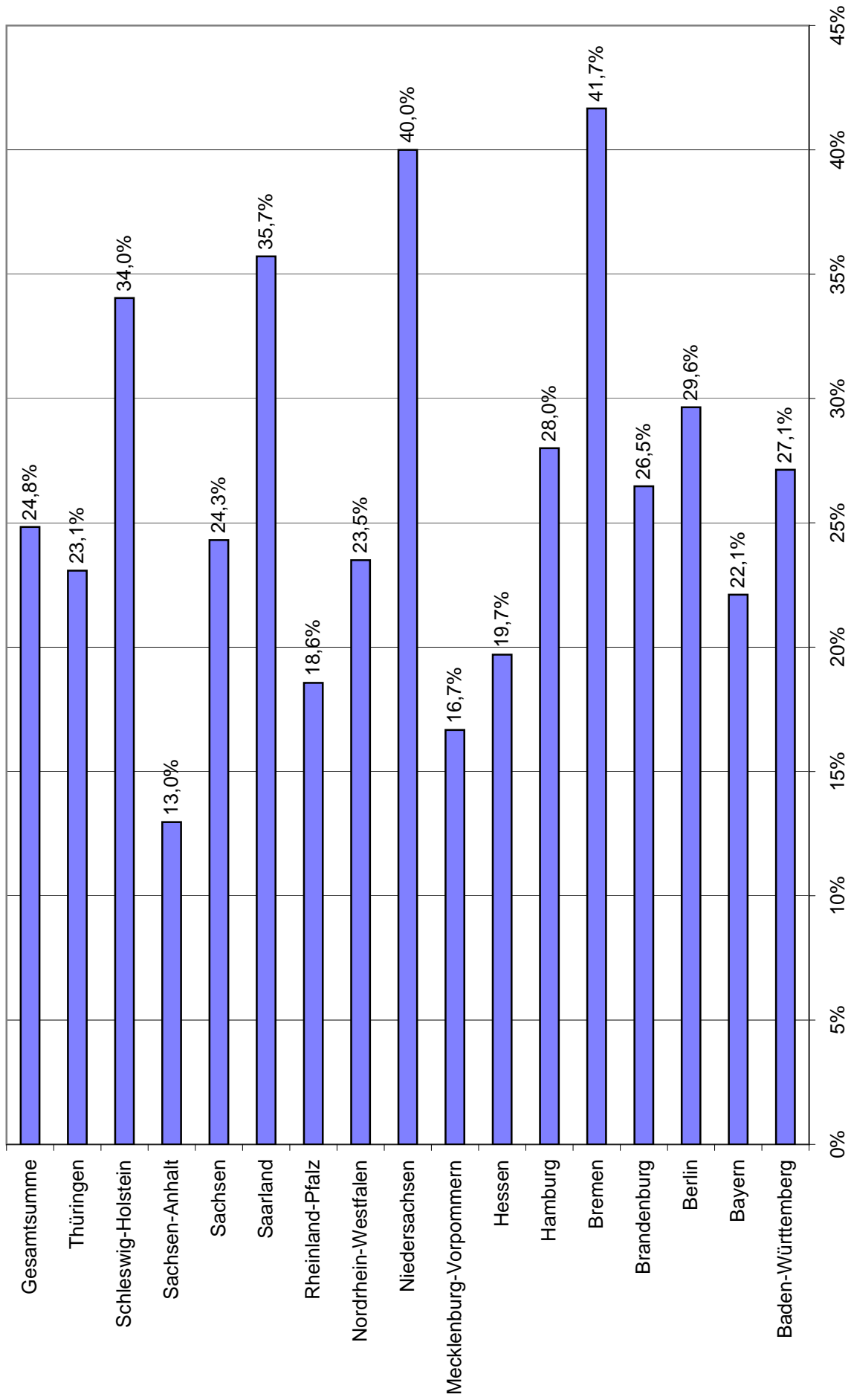
296

78,3%

255

41

Chart 6.4: Proportion of women on university councils and academic supervisory bodies, grouped by federal state, 2010



7 All personnel and female personnel in leadership positions at non-academic research establishments (FhG, HGF, MPG, WGL) grouped by seniority, 1992 to 2010

- 7.1 Averages for years 1992-1996, 1997-2001, 2002-2006
- 7.2 From 2002 to 2010

Table 7.1 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	Averages 1992-1996 7				Averages 1997-2001 7				Averages 2002-2006 7			
	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -	Staff Total	Men Number	Women Number	Proportion - % -
Max-Planck-Gesellschaft (MPG) 5												
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
zus. S(C4/W3)									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
zus. S(C3/W2)									208	163	45	21,6
E.15 Ü.T.V.6D.ATB., S. (B2, B3)	76	75	1	1,3	56	55	0	0,7	49	47	2	3,7
Total	485	473	12	2,5	509	473	36	7,1	525	465	60	11,4
Leibniz-Gemeinschaft (WGL) 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
zus. S(C4/W3)									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
zus. S(C3/W2)									35	31	4	11,4
E.15 Ü.T.V.6D.ATB., S. (B2, B3)	206	195	12	5,7	182	171	11	5,8	186	168	17	9,3
Total	330	315	15	4,6	305	284	21	6,8	333	306	27	8,2
Fraunhofer-Gesellschaft (FG) 6												
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
zus. S(C4/W3)									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
zus. S(C3/W2)									0	0	0	0,0
E.15 Ü.T.V.6D.ATB., S. (B2, B3)	238	230	8	3,3	227	219	9	3,8	299	290	9	3,1
Total	301	293	8	2,6	289	280	9	3,0	336	326	10	2,9
Hermann von Helmholtz-Gesellschaft Deutscher Forschungszentren (HGF) 3												
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
zus. S(C4/W3)									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
zus. S(C3/W2)									41	37	4	8,8
E.15 Ü.T.V.6D.ATB., S. (B2, B3)	447	441	6	1,3	393	384	9	2,3	310	296	14	4,4
Total	671	664	7	1,0	647	634	13	2,0	559	535	24	4,2
Total												
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
zus. S(C4/W3)									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
zus. S(C3/W2)									284	231	53	18,5
E.15 Ü.T.V.6D.ATB., S. (B2, B3)	966	940	27	2,8	858	830	29	3,3	843	801	42	5,0
Total	1.787	1.745	42	2,3	1.749	1.670	78	4,5	1.753	1.632	121	6,9

1 Including C4g.
 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.
 5 Scientific management at MPG from 1999 onwards below S (C4).
 6 Due to reorganisation of their reporting system, the HGF 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 7.2: All scientific staff and women in leadership positions at non-academic research establishments, grouped by seniority, 2002 to 2008
- excluding offices/general administration roles -

Seniority	2002		2003		2004		2005		2006		2007		2008																	
	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number	Staff Total	Men Number	Women Number															
	(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)		
(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		
S (C4) ¹																														
S (W3) ¹																														
zus. S(C4/W3)																														
S (C3, C2) ²	215	170	45	20.9	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	247	20	7.5			
S (W2) ²																														
zus. S(C3/W2)																														
E 15 Ü TV.6d, ATB, S (B2, B3)	46	44	2	4.3	51	49	2	3.9	50	48	2	4.0	42	41	1	2.4	42	42	0	0.0	35	35	0	2.9	32	31	1	3.1		
Total	531	472	59	11.1	513	480	33	10.3	478	463	15	10.8	528	464	64	12.1	535	466	69	12.9	554	471	83	15.0	583	485	98	16.8		
Leibniz-Gemeinschaft (WGL)³																														
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		
S (W3) ¹																														
zus. S(C4/W3)																														
S (C3, C2) ²	44	40	4	9.1	77	72	5	6.5	150	143	7	4.7	170	159	11	6.5	168	159	9	5.4	147	135	12	8.2	140	128	12	8.6		
S (W2) ²																														
zus. S(C3/W2)																														
E 15 Ü TV.6d, 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	41	38	3	7.3		
Total	283	262	21	7.4	320	283	37	9.7	331	360	31	7.9	400	368	32	8.0	395	363	32	8.1	318	294	24	7.5	280	255	25	8.9		
Fraunhofer-Gesellschaft (FHG)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		
S (W3) ¹																														
zus. S(C4/W3)																														
S (C3, C2) ²	-	-	-	-	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		
S (W2) ²																														
zus. S(C3/W2)																														
E 15 Ü TV.6d, 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		
Total	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		
Herrmann von Helmholtz-Gemeinschaft Deutscher Forschungszentren (HGf)⁵																														
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		
S (W3) ¹																														
zus. S(C4/W3)																														
S (C3, C2) ²	40	39	1	2.5	207	201	6	2.9	203	197	6	3.0	213	206	7	3.3	198	191	7	3.5	235	224	11	4.7	241	225	16	6.6		
S (W2) ²																														
zus. S(C3/W2)																														
E 15 Ü TV.6d, ATB, S (B2, B3)	363	353	10	2.8	316	304	12	3.8	285	272	13	4.6	332	316	16	4.8	253	236	17	6.7	292	274	18	6.2	257	239	18	7.0		
Total	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		
Total																														
S (C4) ¹	621	599	22	3.5	505	488	17	3.4	589	568	24	4.1	643	615	28	4.4	497	475	22	4.4	421	400	21	5.0	315	299	16	5.1		
S (W3) ¹																														
zus. S(C4/W3)																														
S (C3, C2) 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		
S (W2) ²																														
zus. S(C3/W2)																														
E 15 Ü TV.6d, 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		
Total	1,815	1,709	106	5.8	1,738	1,624	115	6.8	1,808	1,688	120	6.6	1,895	1,762	133	7.0	1,775	1,634	141	7.9	1,613	1,600	153	8.4	1,733	1,581	172	9.9		

Table 7.2

¹ Including C4g.

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 or 79 institutes took part in the survey.

⁵ Scientific management at MPG from 1999 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

Source: GWK survey of non-academic research establishments.

Table 7.2: All scientific staff and women in leadership positions at non-academic research establishments, grouped by seniority, 2009 and 2010
- excluding office/general administration roles -

Seniority	2009				2010			
	Staff Total	Men Number	Women		Staff Total	Men Number	Women	
			Number	Proportion - % -			Number	Proportion - % -
(1)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Max Planck Society (MPG)⁵								
S (C4) ¹	37	37	0	0,0	29	29	0	0,0
S (W3) ¹	235	213	22	9,4	245	224	21	8,6
S (C4/W3) comb.	272	250	22	8,1	274	253	21	7,7
S (C3, C2) ²	45	40	5	11,1	42	38	4	9,5
S (W2, W1) ²	266	178	88	33,1	287	205	92	31,0
S (C3/W2) comb.	311	218	93	29,9	339	243	96	28,3
E15 UTV&D, ATB, S (B2, B3)	28	27	1	3,6	27	25	2	7,4
All	611	495	116	19,0	640	521	119	18,6
Leibniz Association (WGL)⁴								
S (C4) ¹	87	83	4	4,6	84	80	4	4,8
S (W3) ¹	82	68	14	17,1	123	108	15	12,2
S (C4/W3) comb.	169	151	18	10,7	207	188	19	9,2
S (C3, C2) ²	41	38	3	7,3	44	38	6	13,6
S (W2) ²	24	20	4	16,7	34	28	6	17,6
S (C3/W2) comb.	65	58	7	10,8	78	66	12	15,4
E15 UTV&D, ATB, S (B2, B3)	116	101	15	12,9	109	97	12	11,0
All	350	310	40	11,4	394	351	43	10,9
Fraunhofer Society (FHG)⁶								
S (C4) ¹	4	4	0	0,0	28	27	1	3,6
S (W3) ¹	64	62	2	3,1	44	43	1	2,3
S (C4/W3) comb.	68	66	2	2,9	72	70	2	2,8
S (C3, C2) ²	0	0	0	0,0	1	1	0	0,0
S (W2) ²	5	5	0	0,0	8	7	1	12,5
S (C3/W2) comb.	5	5	0	0,0	9	8	1	11,1
E15 UTV&D, ATB, S (B2, B3)	220	215	5	2,3	235	229	6	2,6
All	293	286	7	2,4	316	307	9	2,8
Hermann von Helmholtz Association of German Research Centers (HGF)³								
S (C4) ¹	98	93	5	5,1	89	84	5	5,6
S (W3) ¹	131	120	11	8,4	183	169	14	7,7
S (C4/W3) comb.	229	213	16	7,0	272	253	19	7,0
S (C3, C2) ²	23	21	2	8,7	22	19	3	13,6
S (W2) ²	45	37	8	17,8	79	65	14	17,7
S (C3/W2) comb.	68	58	10	14,7	101	84	17	16,8
E15 UTV&D, S (B2, B3)	249	233	16	6,4	234	219	15	6,4
All	546	504	42	7,7	607	556	51	8,4
Total								
S (C4) ¹	226	217	9	4,0	230	220	10	4,3
S (W3) ¹	512	463	49	9,6	595	544	51	8,6
S (C4/W3) comb.	738	680	58	7,9	825	764	61	7,4
S (C3, C2) ²	109	99	10	9,2	109	96	13	11,9
S (W2) ²	340	240	100	29,4	418	305	113	27,0
S (C3/W2) comb.	449	339	110	24,5	527	401	126	23,9
E15 UTV&D, ATB, S (B2, B3)	613	576	37	6,0	605	570	35	5,8
All	1.800	1.595	205	11,4	1.957	1.735	222	11,3

¹ Including C4g.

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 or 79 institutes took part in the survey.

⁵ Scientific management at MPG from 1999 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

Source: GWK survey of non-academic research establishments.

Table 7.2

8 Proportion of women on supervisory bodies of non-academic research establishments, 2010

- 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, 2010

FhG

- Survey date: 31 December

Establishment	2010			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: FhG	29	25	4	13,8

Executive Board: President and currently 2 full-time members

Senate: 26 members, of which 4 women

Table 8.2

Proportion of women on supervisory bodies, 2010

HGF

- Survey date: 31 December

Establishment	2010			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: HGF	264	195	69	26,1

Table 8.3

Proportion of women on supervisory bodies, 2010

MPG

- Survey date: 31 December

Establishment	2010			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: MPG	20	19	1	5,0

Data gathered: Administrative board and management board.

Table 8.4

Proportion of women on supervisory bodies, 2010

WGL

- Survey date: 31 December

Establishment	2010			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment: WGL	1.188	950	238	20,0

Scientific advisory boards and "curatoria"

Table 8.5

Proportion of women on supervisory bodies, 2010

FhG, HGF, MPG, WGL combined

- Survey date: 31 December

Establishment	2010			
	Total persons on supervisory bodies	Of which:		
		Men	Women	Proportion of women in %
(1)	(2)	(3)	(4)	(5)
Establishment:	1.501	1.189	312	20,8

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

9.1 Newly filled leadership positions on scientific staff (2010) (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 (2010) (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 (2010)

Table 9.1.1

Newly filled leadership positions on scientific staff at non-academic research establishments (2010)

- excluding office/general administration roles -

FhG

Seniority/position	2010					
	Newly filled roles Total	Of which:			which women on temp. contra	
		Men	Women	Prop. women - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Fraunhofer-Gesellschaft e.V.						
Salary group:						
S (W3)	6	6	0	0,0	0	0,0
S (W2)	2	1	1	50,0	0	0,0
E15 ÜTVöD (sci. staff)	6	5	1	16,7	0	0,0
All	14	12	2	14,3	0	0,0
Position:						
Institute management ¹	7	7	0	0,0	0	0,0
Dep. institute management ¹	0	0	0	0,0	0	0,0
Department management ²	0	0	0	0,0	0	0,0
Dep. department management ²	0	0	0	0,0	0	0,0
Total	7	7	0	0,0	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

It is not possible to analyse the positions of head of department and deputy head of institute and head of department accurately.

Table 9.1.2

Newly filled leadership positions on scientific staff at non-academic research establishments (2010)

- excluding office/general administration roles -

HGF

Seniority/position	2010					
	Newly filled roles Total	Of which:			which women on temp. contra	
		Men	Women	Prop. women - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Helmholtz Association of National Research Centers (HGF)						
Salary group:						
S (W3)	23	21	2	8,7	0	0,0
S (W2)	22	18	4	18,2	2	50,0
E15 ÜTVöD (sci. staff)	12	11	1	8,3	1	100,0
All	57	50	7	12,3	3	42,9
Position:						
Institute management ¹	14	12	2	14,3	0	0,0
Dep. institute management ¹	5	4	1	20,0	1	100,0
Department management ²	93	81	12	12,9	6	50,0
Dep. department management ²	8	7	1	12,5	1	100,0
Total	120	104	16	13,3	8	50,0

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 9.1.3

Newly filled leadership positions on scientific staff at non-academic research establishments (2010)

- excluding office/general administration roles -

MPG

Seniority/position	2010					
	Newly filled roles Total	Of which:			Of which women on temp. contr.	
		Men	Women	Prop. women - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Max Planck Society						
Salary group:						
S (W3)	10	9	1	10,0	0	0,0
S (W2)	57	44	13	22,8	8	61,5
E15 ÜTVöD (sci. staff)	1	0	1	100,0	1	100,0
All	68	53	15	22,1	9	60,0
Position:						
Institute management ¹	10	9	1	10,0	0	0,0
Dep. institute management ¹	0	0	0	0,0	0	0,0
Department management ²	68	53	15	22,1	0	0,0
Dep. department management ²	0	0	0	0,0	0	0,0
Total	78	62	16	20,5	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 9.1.4

Newly filled leadership positions on scientific staff at non-academic research establishments (2010)

- excluding office/general administration roles -

WGL

Seniority/position	2010					
	Newly filled roles Total	Of which:			which women on temp. contracts	
		Men	Women	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Wissenschaftsgemeinschaft Gottfried Wilhelm Leibniz (Leibniz Association) e.V.						
Salary group:						
S (W3)	25	22	3	12,0	2	66,7
S (W2)	7	6	1	14,3	0	0,0
E15 ÜTVöD (sci. staff)	1	1	0	0,0	0	0,0
All	33	29	4	12,1	2	50,0
Position:						
Institute management ¹	2	2	0	0,0	0	0,0
Dep. institute management ¹	1	0	1	100,0	0	0,0
Department management ²	27	18	9	33,3	5	55,6
Dep. department management ²	3	3	0	0,0	0	0,0
Total	33	23	10	30,3	5	50,0

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 9.1.5

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	2010					
	Newly filled roles Total	Of which:			high women on temp. cont.	
		Men	Women	Proportion - % -	Number	Proportion - % -
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Salary group:						
S (W3)	64	58	6	9,4	2	33,3
S (W2)	88	69	19	21,6	10	52,6
E15 ÜTVöD (sci. staff)	20	17	3	15,0	2	66,7
All	172	144	28	16,3	14	50,0
Position:						
Institute management ¹	33	30	3	9,1	0	0,0
Dep. institute management ¹	6	4	2	33,3	1	50,0
Department management ²	188	152	36	19,1	11	30,6
Dep. department management ²	11	10	1	9,1	1	100,0
Total ³	238	196	42	17,6	13	31,0

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

³ Head count under "Position" is higher than that for "Salary 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 2010
 - including office/general administration roles -

Item	Establishment: FhG														
	Scientific staff					Administrative, technical, and other staff					Total scientific and non-scientific staff				
	Total (2)	Men (3)	Women (4)	Prop. women (in %) (5)	Total (6)	Men (7)	Women (8)	Prop. women (in %) (9)	Total (10)	Men (11)	Women (12)	Prop. women (in %) (13)			
Salary group:															
S (C4)	28	27	1	3,6					28	27	1	3,6			
S (W3)	44	43	1	2,3	4	4	0	0,0	48	47	1	2,1			
S (C4/W3) combined	72	70	2	2,8	4	4	0	0,0	76	74	2	2,6			
S (C3, C2)	1	1	0	0,0					1	1	0	0,0			
S (W2)	8	7	1	12,5					8	7	1	12,5			
S (C3, C2/W2) combined	9	8	1	11,1					9	8	1	11,1			
E15 ÚTVöD, ATB, S (B2, B3)	235	229	6	2,6	36	32	4	11,1	271	261	10	3,7			
All	316	307	9	2,8	40	36	4	10,0	356	343	13	3,7			
E15 TVöD	733	670	63	8,6	134	95	39	29,1	867	765	102	11,8			
E14 TVöD	2.549	2.180	369	14,5	302	146	156	51,7	2.851	2.326	525	18,4			
E12 and 13 TVöD	2.892	2.297	595	20,6	721	512	209	29,0	3.613	2.809	804	22,3			
Post-doctoral students															
Doctoral students*	295	169	126	42,7	5	3	2	40,0	300	172	128	42,7			
Student assistants ¹	1.933	1.482	451	23,3	1.554	1.027	527	33,9	3.487	2.509	978	28,0			
Total	8.718	7.105	1.613	18,5	2.756	1.819	937	34,0	11.474	8.924	2.550	22,2			
Position:															
Institute management ²	76	73	3	3,9					76	73	3	3,9			
Dep. institute management ²	53	53	0	0,0					53	53	0	0,0			
Department management ³	131	122	9	6,9	79	45	34		210	167	43	20,5			
Dep. department management ³	22	15	7	31,8	40	13	27		62	28	34	54,8			
Total	282	263	19	6,7	119	58	61	51,3	401	321	80	20,0			

Administration managers

* 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.

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

Table 9.2.2 Ongoing: Overall proportion of women employed at non-academic research establishments in 2010

- including office/general administration roles -

Item	Establishment: HGF												
	Scientific staff				Administrative, technical, and other staff				Total scientific and non-scientific staff				
	Total (2)	Of which:			Total (6)	Of which:			Total (10)	Of which:		Prop. women (in %) (13)	
		Men (3)	Women (4)	Prop. women (in %) (5)		Men (7)	Women (8)	Prop. women (in %) (9)		Men (11)	Women (12)		
Salary group:													
S (C4)	89	84	5	5,6	1	1	0	0,0	90	85	5	5,6	
S (W3)	183	169	14	7,7	14	13	1	7,1	197	182	15	7,6	
S (C4/W3) combined	272	253	19	7,0	15	14	1	6,7	287	267	20	7,0	
S (C3, C2)	22	19	3	13,6	0	0	0	0,0	22	19	3	13,6	
S (W2)	79	65	14	17,7	0	0	0	0,0	79	65	14	17,7	
S (C3, C2/W2) combined	101	84	17	16,8	0	0	0	0,0	101	84	17	16,8	
E15 ÜTVöD, ATB, S (B2, B3)	234	219	15	6,4	88	74	14	15,9	322	293	29	9,0	
All	607	556	51	8,4	103	88	15	14,6	710	644	66	9,3	
E15 TVöD	1.079	949	130	12,0	192	145	47	24,5	1.271	1.094	177	13,9	
E14 TVöD	3.936	3.129	807	20,5	565	354	211	37,3	4.501	3.483	1.018	22,6	
E12 and 13 TVöD	3.198	2.277	921	28,8	927	633	294	31,7	4.125	2.910	1.215	29,5	
Post-doctoral students	1.638	1.008	630	38,5	4	2	2	50,0	1.642	1.010	632	38,5	
Doctoral students	2.808	1.555	1.253	44,6	3	1	2	66,7	2.811	1.556	1.255	44,6	
Student assistants ¹	1.416	964	452	31,9	270	164	106	39,3	1.686	1.128	558	33,1	
Total	14.682	10.438	4.244	28,9	2.064	1.387	677	32,8	16.746	11.825	4.921	29,4	
Position:													
Institute management ²	185	173	12	6,5	56	48	8	14,3	241	221	20	8,3	
Dep. institute management ²	83	76	7	8,4	8	7	1	12,5	91	83	8	8,8	
Department management ³	769	644	125	16,3	424	305	119	28,1	1.193	949	244	20,5	
Dep. department management ³	99	81	18	18,2	93	63	30	32,3	192	144	48	25,0	
Total	1.136	974	162	14,3	581	423	158	27,2	1.717	1.397	320	18,6	

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

Table 9.2.3 Ongoing: Overall proportion of women employed at non-academic research establishments in 2010
 - including office/general administration roles -

Item	Establishment: MPG													
	Scientific staff				Administrative, technical, and other staff				Total scientific and non-scientific staff					
	Total (2)	Of which:			Total (6)	Of which:			Total (10)	Of which:			Prop. women (in %) (13)	
		Men (3)	Women (4)	Prop. women (in %) (5)		Men (7)	Women (8)	Prop. women (in %) (9)		Men (11)	Women (12)	Prop. women (in %)		
Salary group:														
S (C4)	29	29	0	0,0	10	7	3	30,0	39	36	3	7,7		
S (W3)	245	224	21	8,6					245	224	21	8,6		
S (C4/W3) combined	274	253	21	7,7	10	7	3	30,0	284	260	24	8,5		
S (C3, C2)	42	38	4	9,5					42	38	4	9,5		
S (W2)	297	205	92	31,0					297	205	92	31,0		
S (C3, C2/W2) combined	339	243	96	28,3	0	0	0		339	243	96	28,3		
E15 ÜTVöD, ATB, S (B2, B3)	27	25	2	7,4	21	13	8	38,1	48	38	10	20,8		
All	640	521	119	18,6	31	20	11	35,5	671	541	130	19,4		
E15 TVöD	509	462	47	9,2	38	22	16	42,1	547	484	63	11,5		
E14 TVöD	1.414	1.100	314	22,2	240	142	98	40,8	1.654	1.242	412	24,9		
E13 TVöD	2.495	1.589	906	36,3	211	148	63	29,9	2.706	1.737	969	35,8		
Post-doctoral students	1.315	897	418	31,8					1.315	897	418	31,8		
Doctoral students	3.749	2.219	1.530	40,8					3.749	2.219	1.530	40,8		
Student assistants ¹	1.504	710	794	52,8					1.504	710	794	52,8		
Total	11.626	7.498	4.128	35,5	520	332	188	36,2	12.146	7.830	4.316	35,5		
Position:														
Institute management ²	274	253	21	7,7	76	49	27	35,5	350	302	48	13,7		
Dep. institute management ²									0	0	0	0,0		
Department management ³	613	496	117	19,1					613	496	117	19,1		
Dep. department management ³									0	0	0	0,0		
Total	887	749	138	15,6	76	49	27	35,5	963	798	165	17,1		

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

Table 9.2.4 Ongoing: Overall proportion of women employed at non-academic research establishments in 2010
 - including office/general administration roles -

Item	Establishment: WGL												
	Scientific staff				Administrative, technical, and other staff				Total scientific and non-scientific staff				
	Total (2)	Of which:			Total (6)	Of which:			Total (10)	Of which:		Prop. women (in %) (13)	
		Men (3)	Women (4)	Prop. women (in %) (5)		Men (7)	Women (8)	Prop. women (in %) (9)		Men (11)	Women (12)		
Salary group:													
S (C4)	84	80	4	4,8	0	0	0,0	84	80	4	4,8		
S (W3)	123	108	15	12,2	0	0	0,0	123	108	15	12,2		
S (C4/W3) combined	207	188	19	9,2	0	0	0,0	207	188	19	9,2		
S (C3, C2)	44	38	6	13,6	0	0	0,0	44	38	6	13,6		
S (W2)	34	28	6	17,6	1	1	0,0	35	29	6	17,1		
S (C3, C2/W2) combined	78	66	12	15,4	1	1	0,0	79	67	12	15,2		
E15 ÜTVöD, ATB, S (B2, B3)	109	97	12	11,0	28	20	28,6	137	117	20	14,6		
All	394	351	43	10,9	29	21	27,6	423	372	51	12,1		
E15 TVöD	406	328	78	19,2	31	23	25,8	437	351	86	19,7		
E14 TVöD	1.992	1.417	575	28,9	108	67	38,0	2.100	1.484	616	29,3		
E12 and 13 TVöD	4.602	2.436	2.166	47,1	111	54	51,4	4.713	2.490	2.223	47,2		
Post-doctoral students	1.499	863	636	42,4	18	8	55,6	1.517	871	646	42,6		
Doctoral students	2.417	1.235	1.182	48,9	1	1	0,0	2.418	1.236	1.182	48,9		
Student assistants ¹	1.924	819	1.105	57,4	146	60	58,9	2.070	879	1.191	57,5		
Total	13.234	7.449	5.785	43,7	444	234	47,3	13.678	7.683	5.995	43,8		
Position:													
Institute management ²	120	112	8	6,7	34	24	29,4	154	136	18	11,7		
Dep. institute management ²	80	65	15	18,8	12	5	58,3	92	70	22	23,9		
Department management ³	582	430	122	21,0	146	87	40,4	728	517	181	24,9		
Dep. department management ³	184	140	44	23,9	33	13	60,6	217	153	64	29,5		
Total	966	747	189	19,6	225	129	42,7	1.191	876	285	23,9		

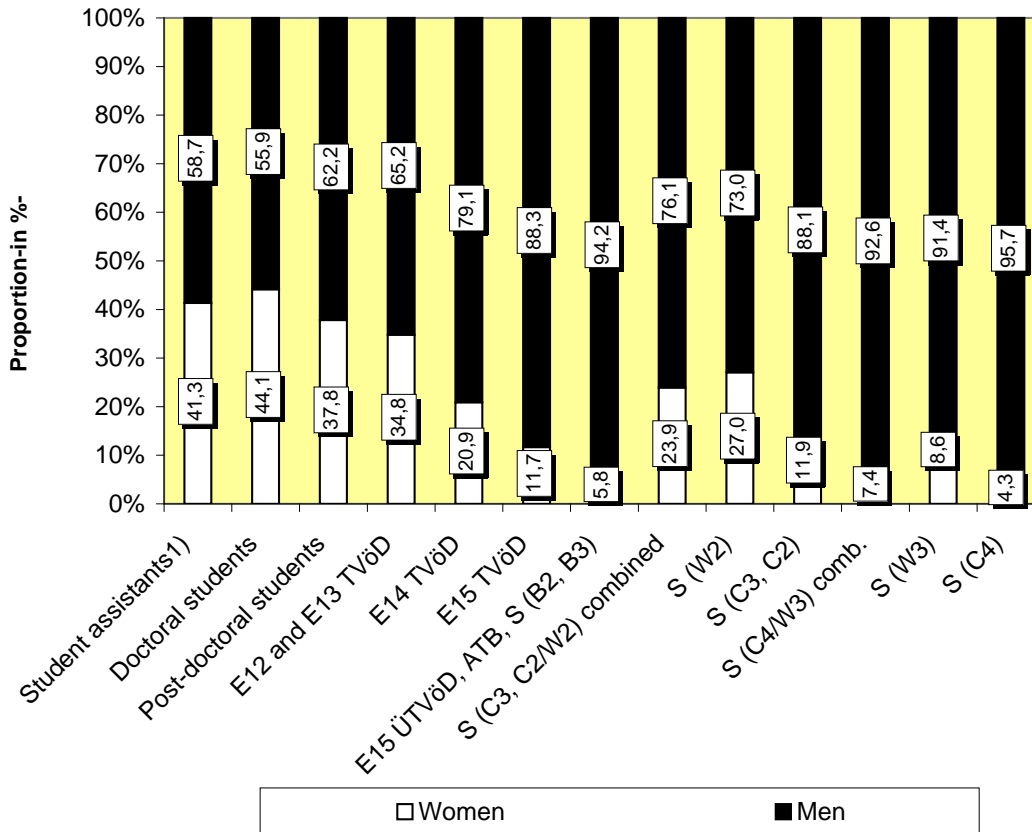
¹ Scientific staff not having completed final examinations, also including student assistants with intermediate examinations and with or without intermediate diploma.

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

Chart 9.3.1

Overall proportion of women employed on scientific staff at non-academic research institutions (2010)



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.

10 Total proportion of women in academic projects by salary group and in unsalaried project management teams, subdivided into ongoing projects and newly funded projects

10.1 Total proportion of women in academic projects by salary group and in unsalaried project management teams, subdivided into ongoing projects and newly funded projects

Table 10.1:

Total proportion of women in academic projects by salary group and in unsalaried project management teams, subdivided into ongoing projects and newly funded projects (2010)

Survey date: 31. December

Item (1)	Ongoing projects			Newly funded projects				
	Total (2)	Of which:		Total (6)	Of which:			
		Men (3)	Women (4)		Prop. women (in %) (5)	Men (7)	Women (8)	Prop. women (in %) (9)
Salary group (TVöD)*:								
E15 Ü	4	3	1	25,0	0	0	0	
E15	17	11	6	35,3	0	0	0	
E14	272	169	103	37,9	1	0	1	100,0
E13 Ü	9	5	4	44,4	0	0	0	
E13	386	205	181	46,9	12	7	5	41,7
E12	1	1	0	0,0	0	0	0	
E11	9	2	7	77,8	0	0	0	
E10	11	2	9	81,8	0	0	0	
E9	40	10	30	75,0	0	0	0	
E8	14	5	9	64,3	0	0	0	
E7	0	0	0		0	0	0	
E6	41	8	33	80,5	0	0	0	
E5	6	1	5	83,3	0	0	0	
Non-pay-scale	1	0	1	100,0	0	0	0	
Total	811	422	389	48,0	13	7	6	46,2
Unsalariated project management:	145	130	15	10,3	4	3	1	25,0

*The employees on the Academies Programme are paid according to the "collective wage agreement for the federal states" (TV-L).

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Stand: 18. August 2011

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ISBN 978-3-942342-11-7