



Federal Ministry
of Education
and Research

Progress in gender equality

**The Programme for Women Professors
of the Federal Government and the *Länder***

SCIENCE

Igniting ideas!



School education

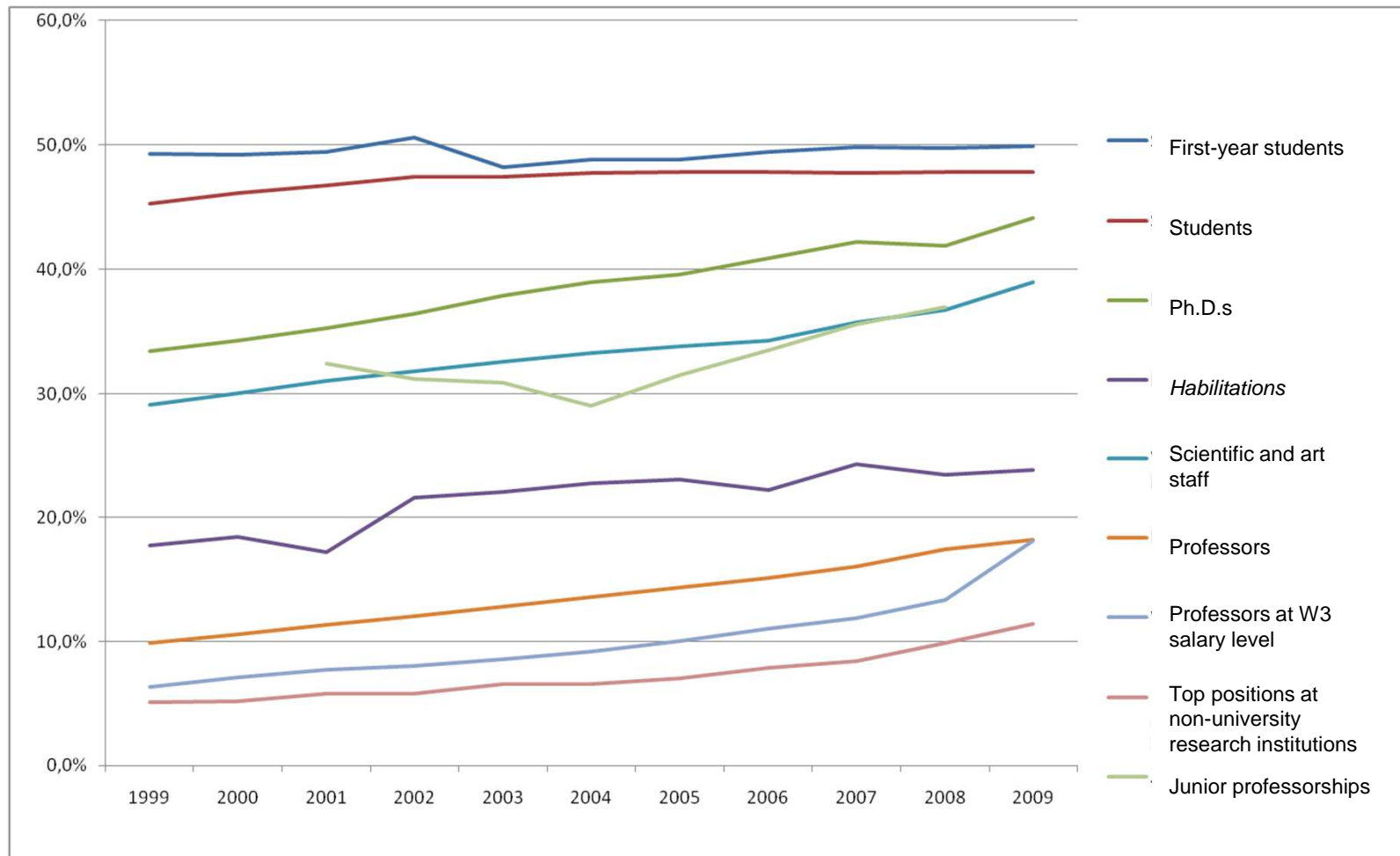
- **The qualification level of women has been increasing continuously in recent years**
- **48.7% of all those who successfully complete their *Abitur* (high-school diploma) are young women**
- **Fewer young women than young men drop out of school without a qualification**



Higher education:

- **The number of men and women who obtain a university degree is roughly equal**
- **The number of women who complete a doctoral degree has steadily increased by 8% since 2000 to 44.1% in 2009**
- **However, there are great differences between subjects**
 - Women are particularly under-represented in the MINT subjects (Mathematics, Informatics, Natural Sciences, Technology)
- **Only 23.8% of all *Habilitation* (postdoctoral) qualifications are awarded to women**
- **On average, women are 0.875 years younger when they complete their university degree**

Percentage of women in the science system



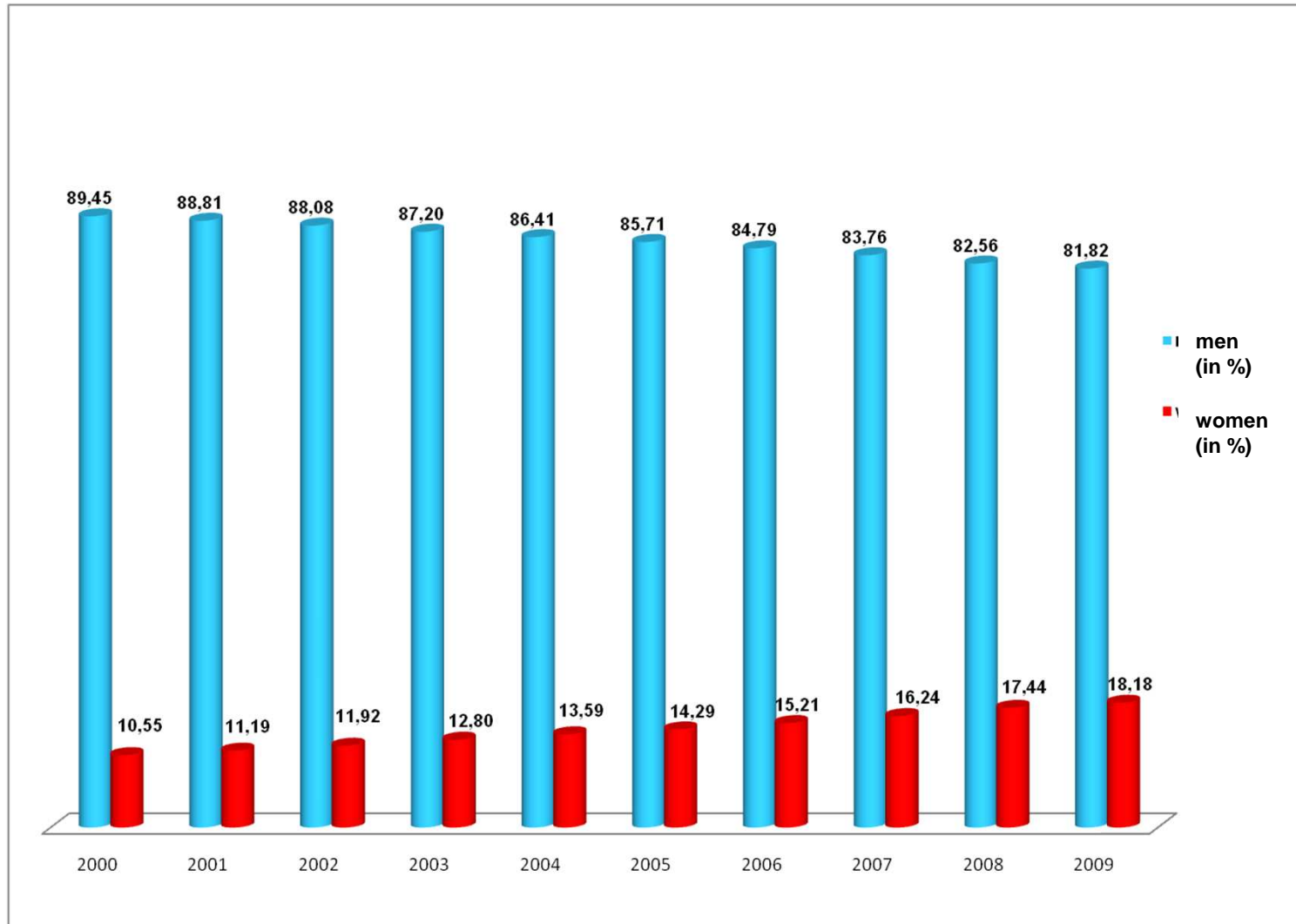


Women in science and research:

- Percentage of women professors in 2009: 18.18%
- Percentage of women in senior administrative positions at universities: 19.2%
- Percentage of women in the scientific and art staff of universities: 39%
- Percentage of women in top positions at non-university research establishments: 11.4%
- Generally speaking, the percentage of women drops with rising qualification levels

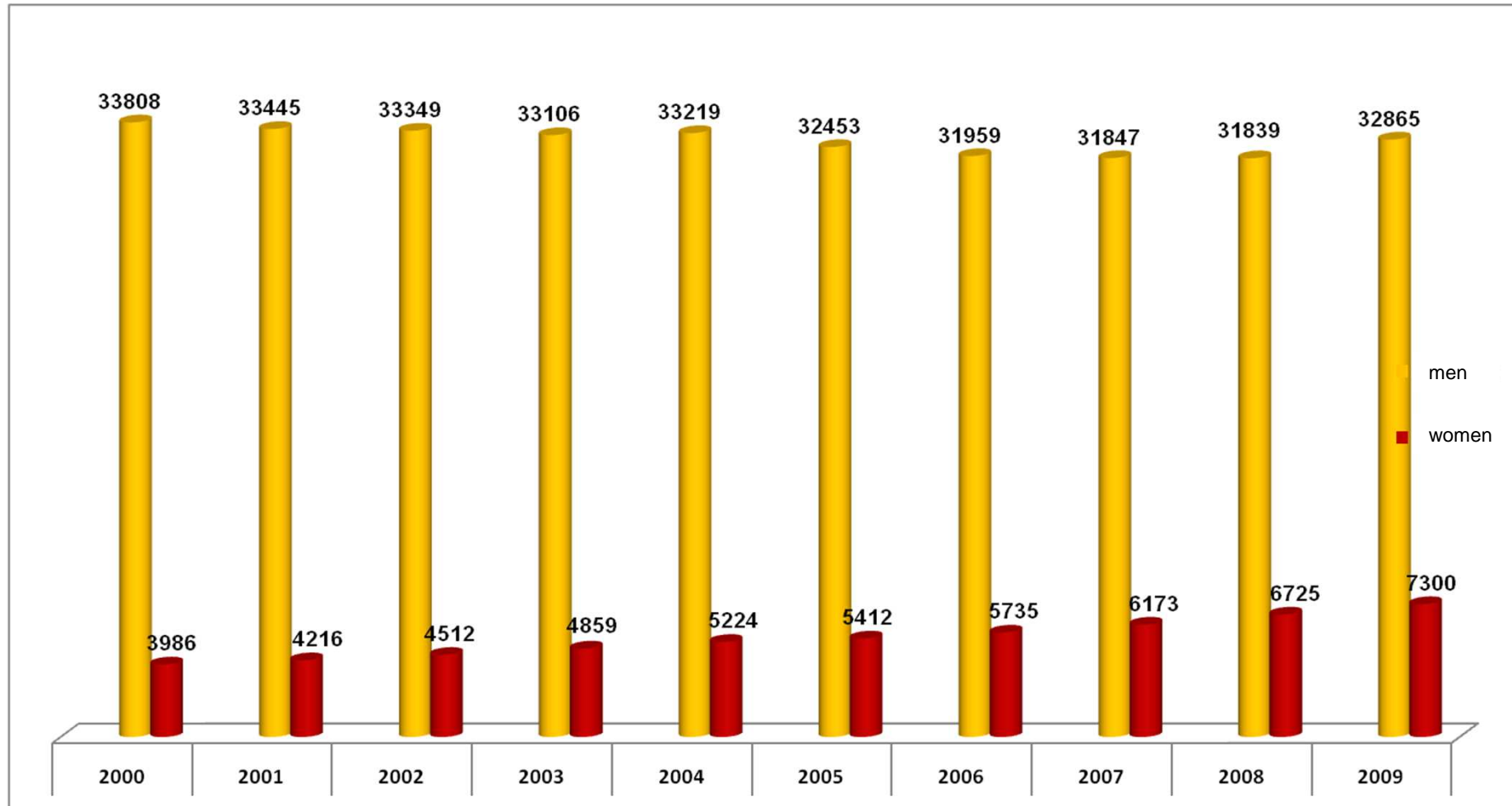


Professorships between 2000 and 2009 – in percent –





Professorships between 2000 and 2009 – in absolute numbers –





Professorships between 2000 and 2009

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Professorships in total	37,794	37,661	37,861	37,965	38,443	37,865	37,694	38,020	38,564	40,165
of which										
men	33,808	33,445	33,349	33,106	33,219	32,453	31,959	31,847	31,839	32,865
women	3,986	4,216	4,512	4,859	5,224	5,412	5,735	6,173	6,725	7,300

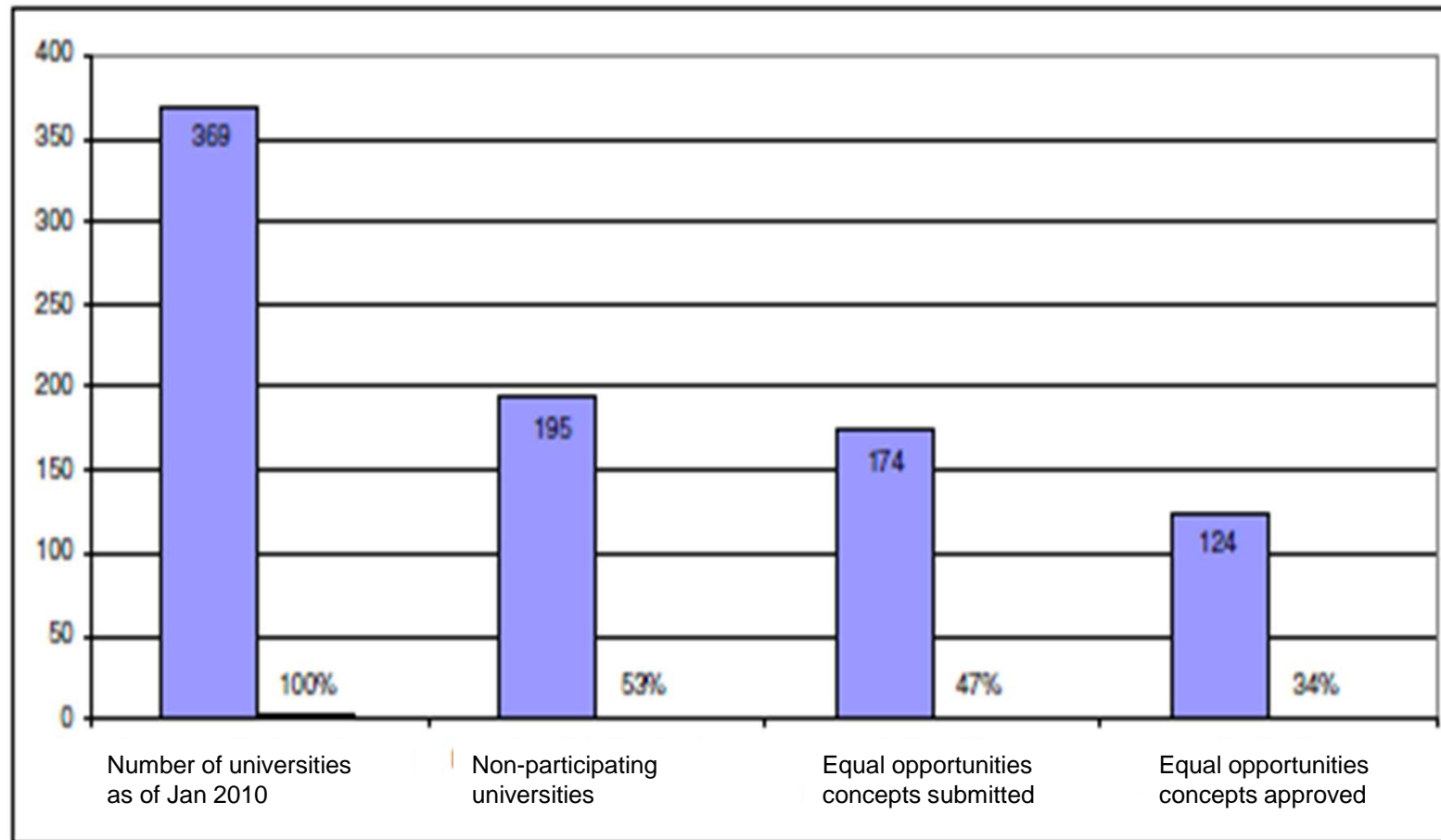
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
men (in %)	89.45	88.81	88.08	87.20	86.41	85.71	84.79	83.76	82.56	81.82
women (in %)	10.55	11.19	11.92	12.80	13.59	14.29	15.21	16.24	17.44	18.18



Programme for Women Professors

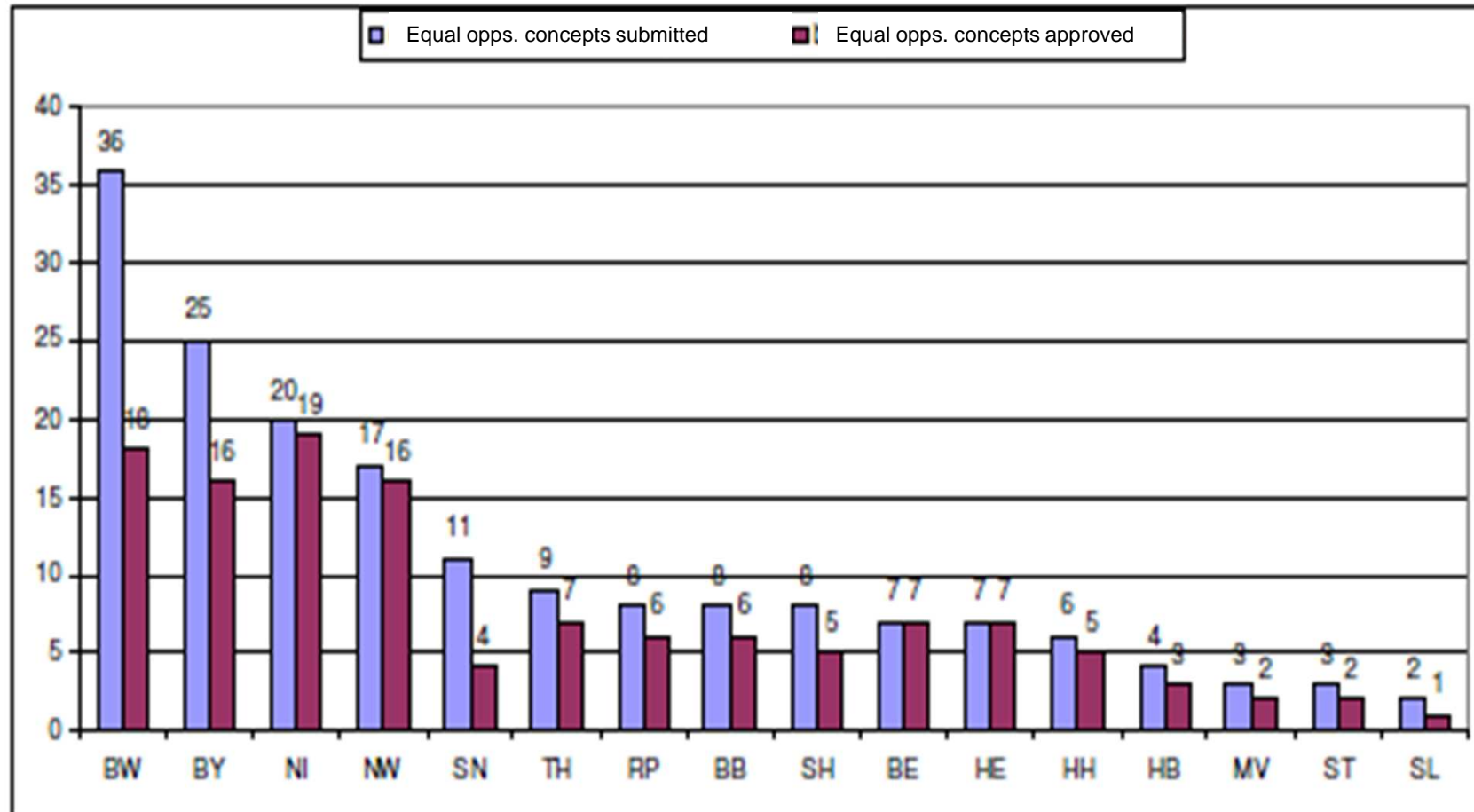
- **Objective: to appoint at least 200 women professors**
- **The Federal Government and the *Länder* are providing a total of €150 million in funding for this purpose**
- **Duration: 5 years, starting in 2008**
- **Selection criterion:**
The equal opportunities concept submitted by the university must receive a positive evaluation from an external panel of experts

Participation of universities in the Programme for Women Professors



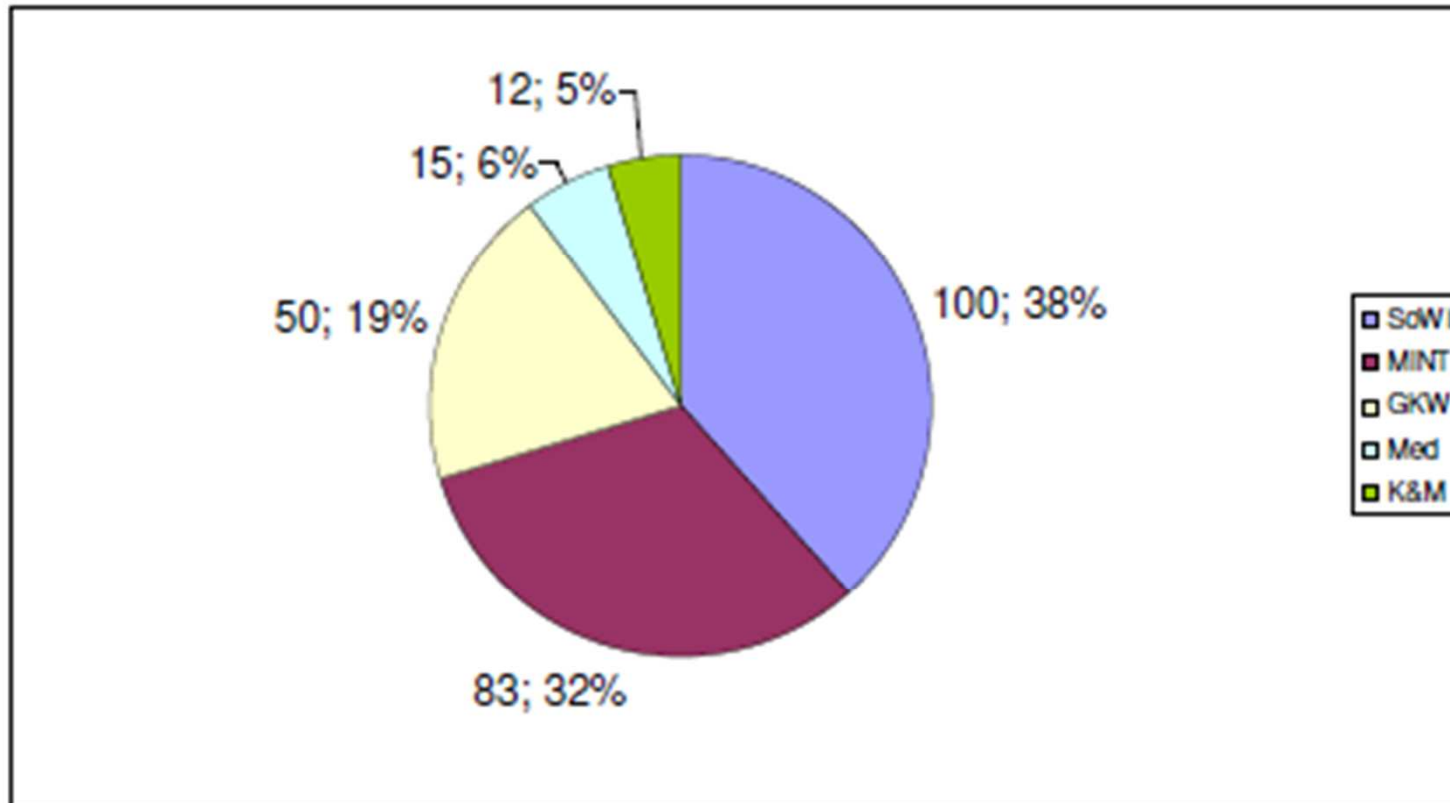


Level of participation in different *Länder*



Source: Hof/ Wittenberg 2011

Professorships by subject group



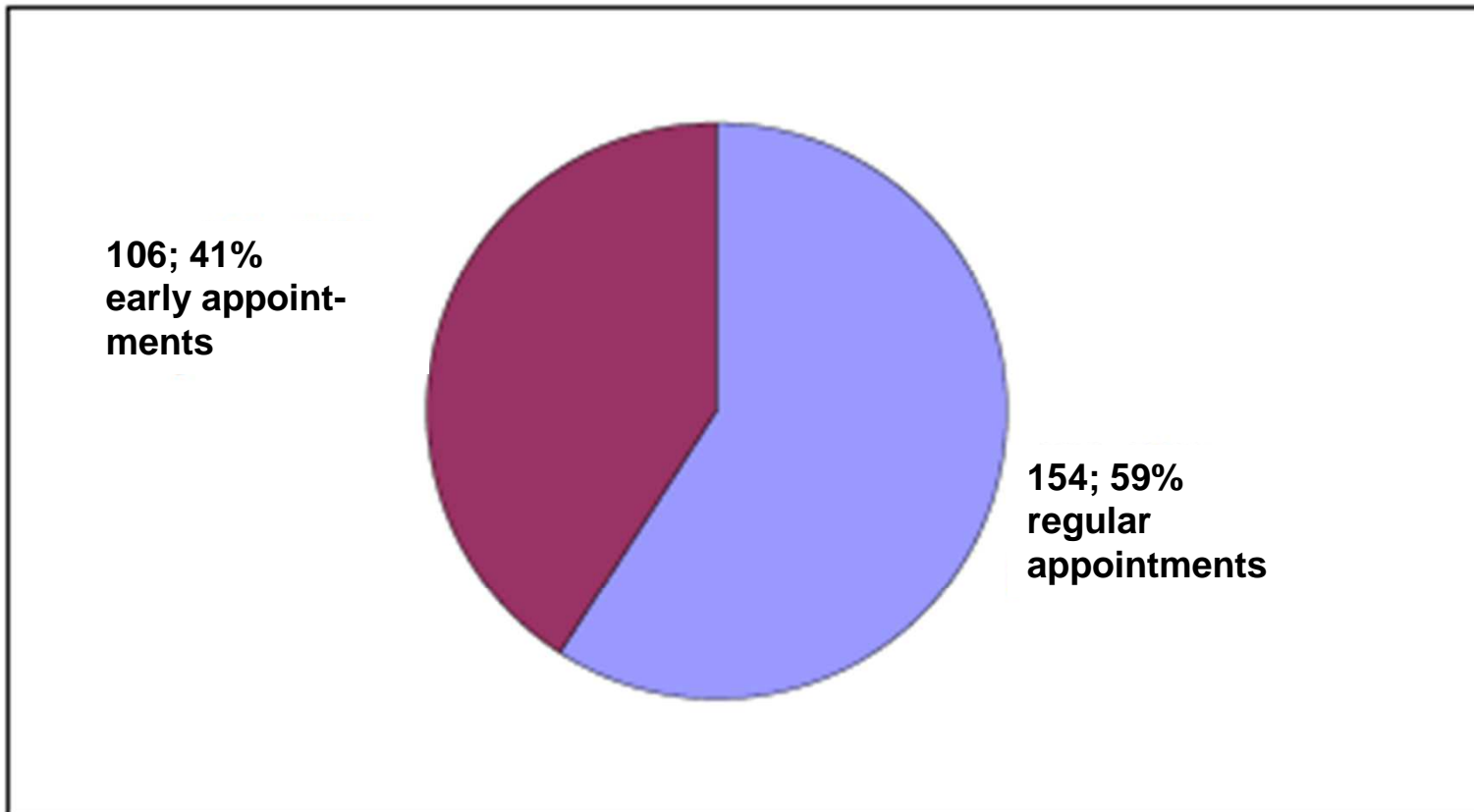


260 professorships

"The ratio of regular appointments to early appointments has levelled off at 59% regular appointments (154 in absolute numbers) and 41% early appointments (106 in absolute numbers)."



Professorships – early and regular appointments





Land of Berlin

A total of 13 professorships were approved

7 at universities

6 at universities of applied sciences

Of these 13 professorships

4 were regular appointments

9 were early appointments

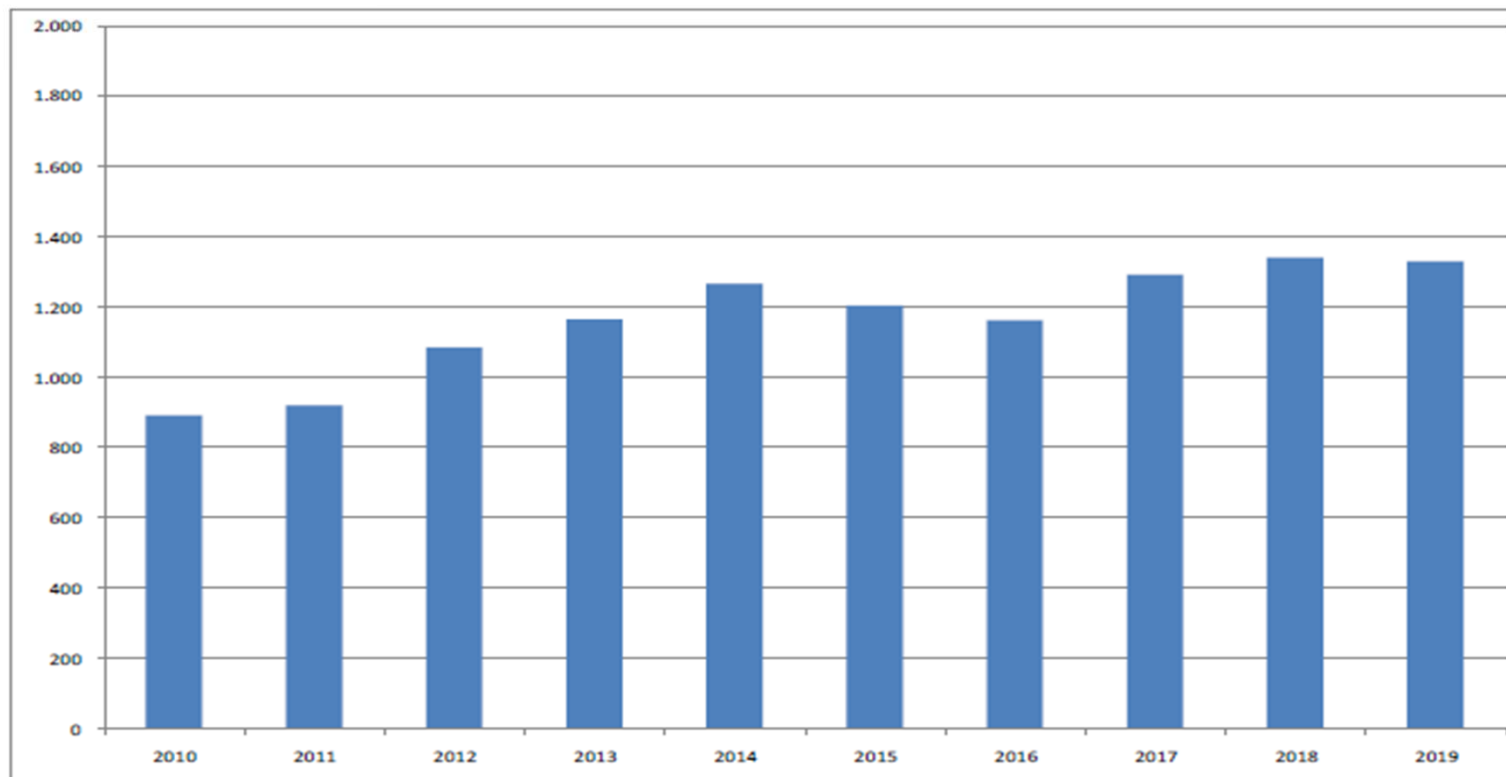
5 were in MINT subjects (38%)



Number of professors expected to retire at the age of 65 in 2009

Professors in 2009

	total 2009	Davon scheiden voraussichtlich aus im Jahr ...										2020 or later
		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
Professorships	32.033	892	922	1.084	1.164	1.266	1.203	1.162	1.291	1.339	1.330	20.380
Percentage of professors due to retire		2,8%	2,9%	3,4%	3,6%	4,0%	3,8%	3,6%	4,0%	4,2%	4,2%	63,6%





Based on the total number of professors in 2009, an average of 1,165 professors are due to retire every year between 2010 and 2019

