

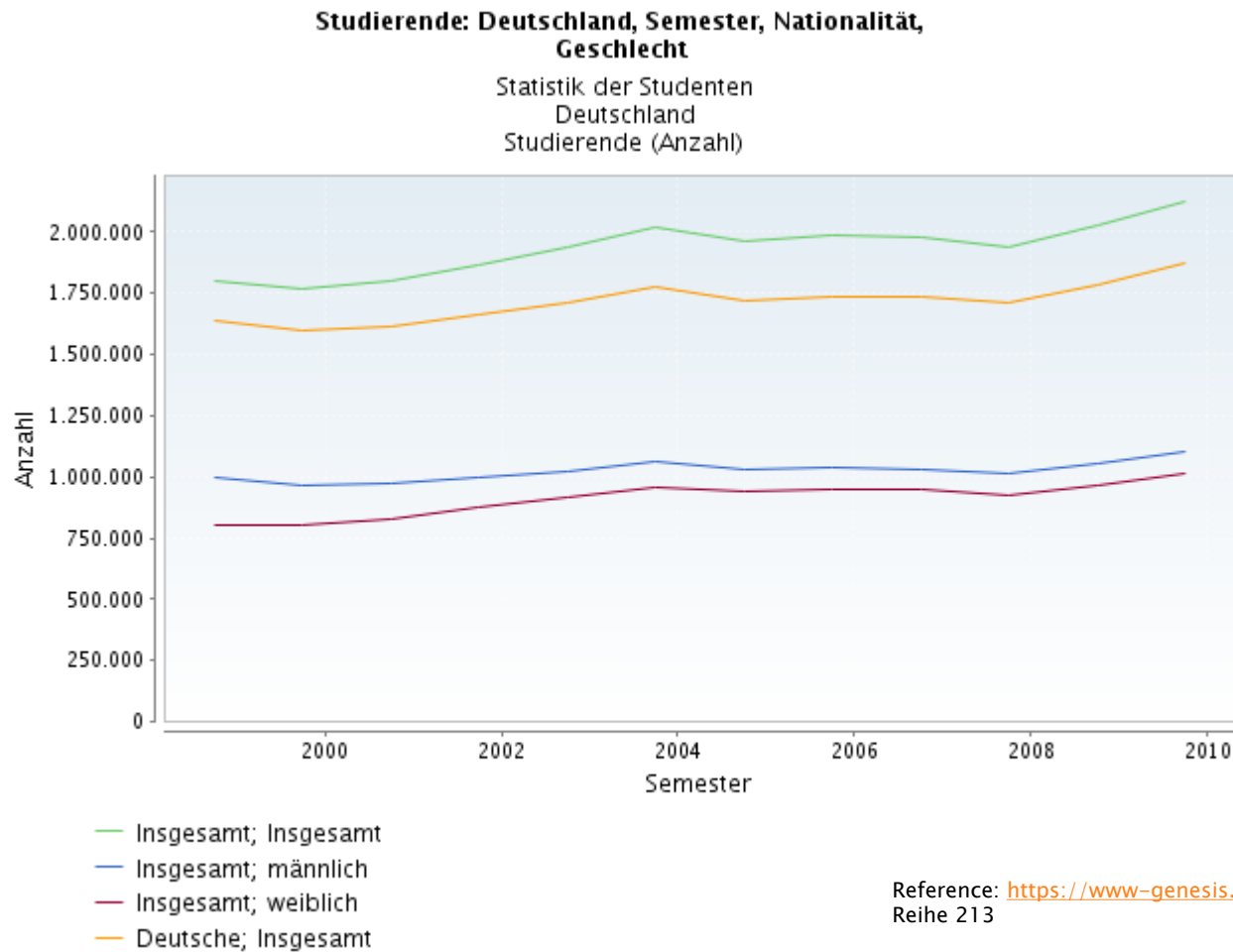
Conference Women STAR – Women Leadership
2011 – University of applied sciences Ansbach

Women in science in Germany

Presented by Prof. Dr. Astrid von Blumenthal

Some facts and figures

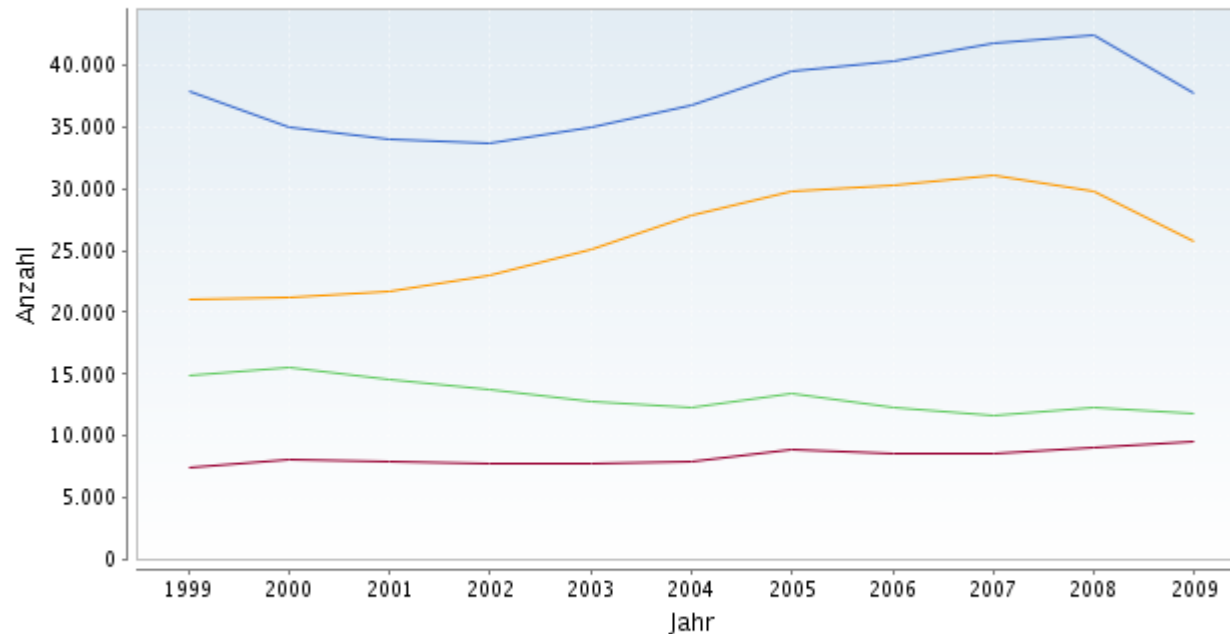
Male and female students in absolute figures



German „Diplom (FH)“ and doctoral degrees

Prüfungen an Hochschulen: Deutschland, Jahre, Nationalität, Geschlecht, Prüfungsergebnis, Abgelegte Abschlussprüfung

Statistik der Prüfungen
Deutschland
Prüfungen (Anzahl)



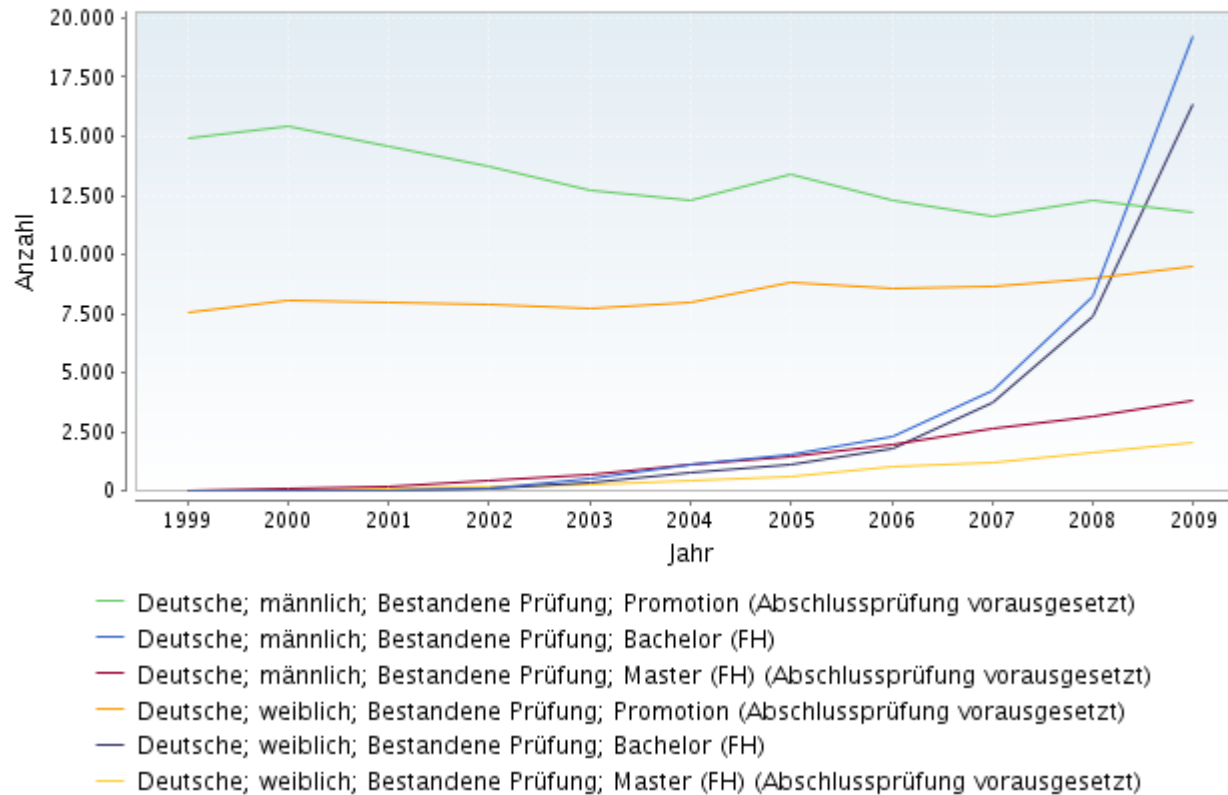
- Deutsche; männlich; Bestandene Prüfung; Promotion (Abschlussprüfung vorausgesetzt)
- Deutsche; männlich; Bestandene Prüfung; Diplom (FH)
- Deutsche; weiblich; Bestandene Prüfung; Promotion (Abschlussprüfung vorausgesetzt)
- Deutsche; weiblich; Bestandene Prüfung; Diplom (FH)

Reference: <https://www-genesis.destatis.de/genesis/online>,
Reihe 213

Bachelor, Master and Doctoral degree

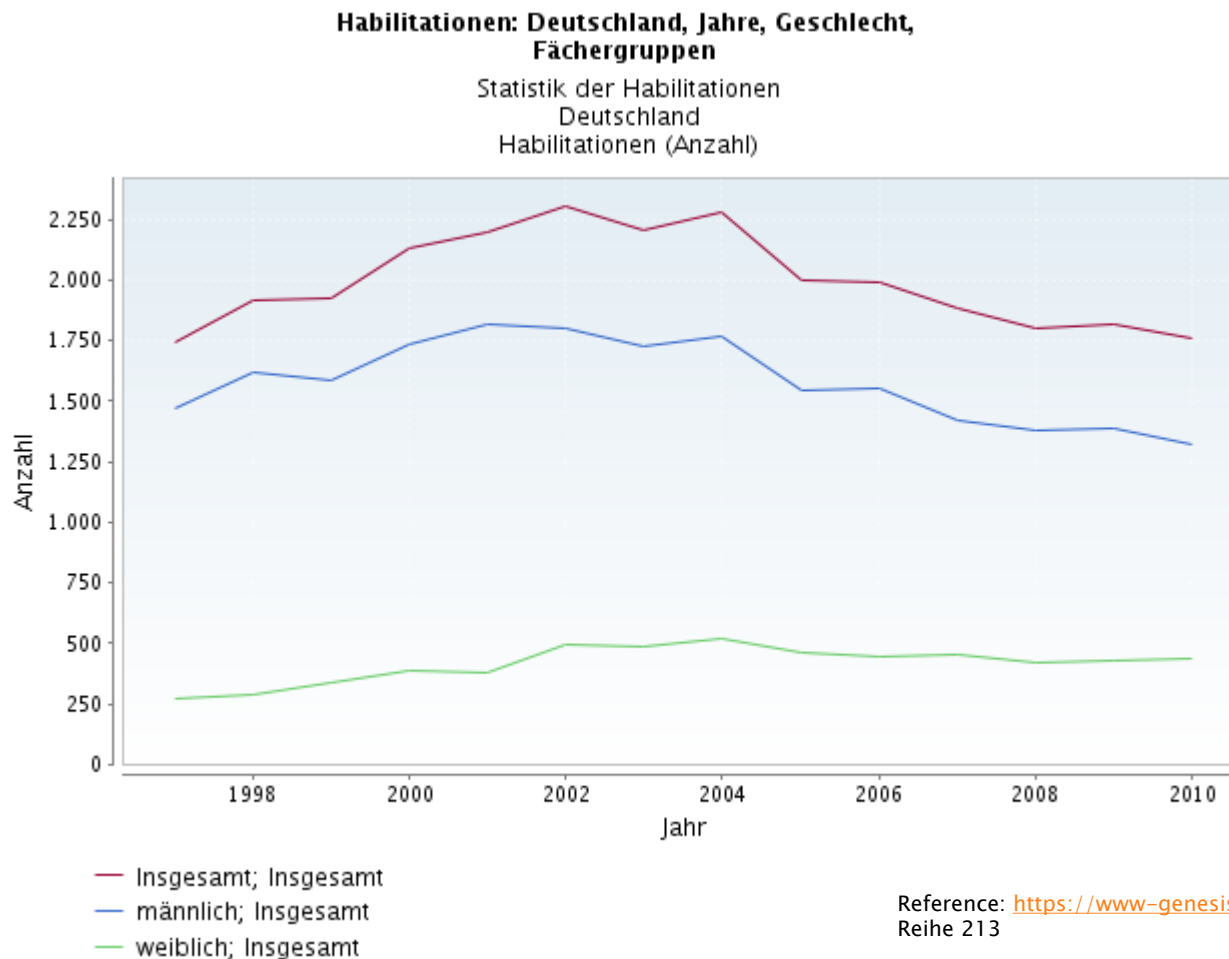
**Prüfungen an Hochschulen: Deutschland, Jahre, Nationalität,
Geschlecht, Prüfungsergebnis, Abgelegte Abschlussprüfung**

Statistik der Prüfungen
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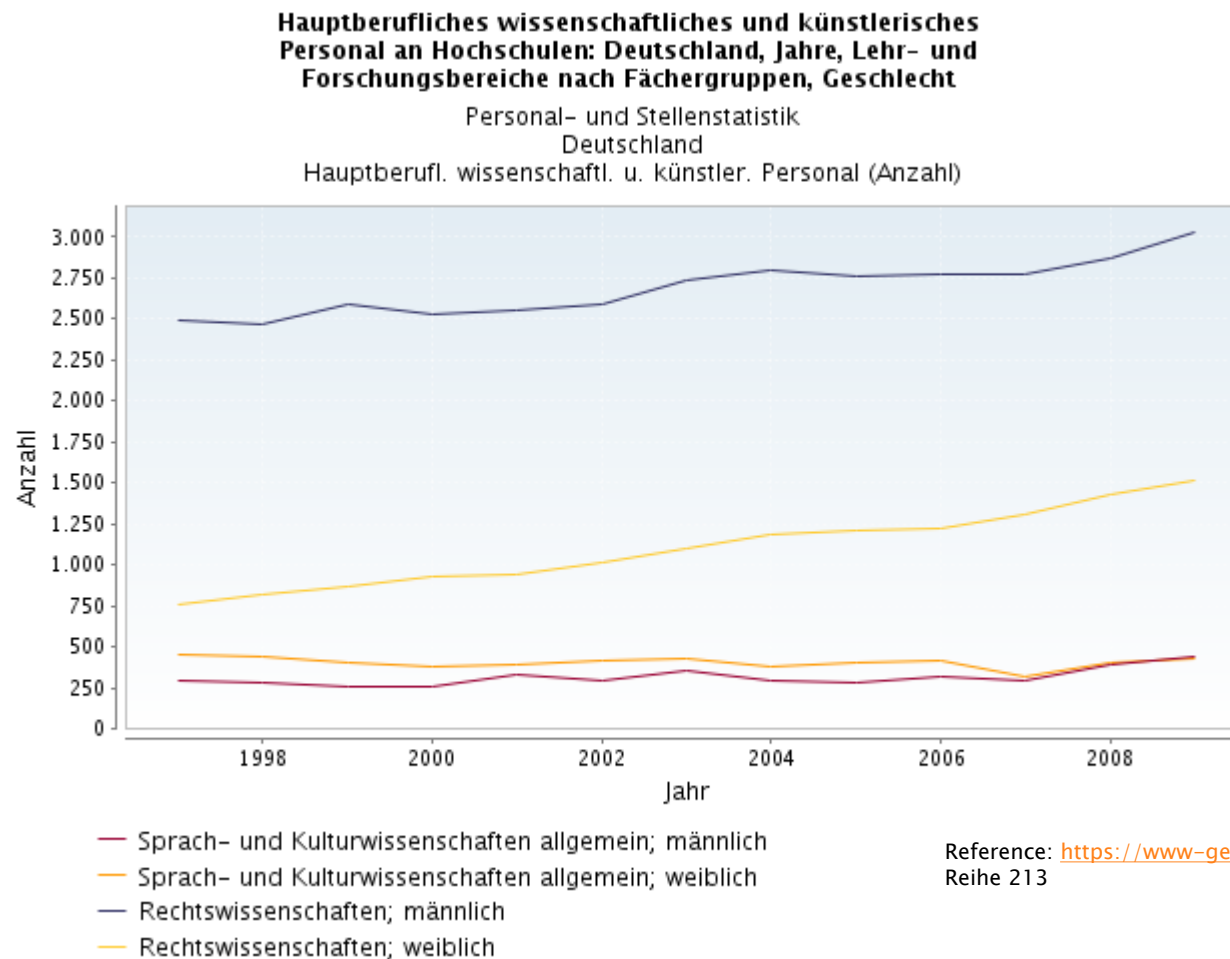


Reference: <https://www-genesis.destatis.de/genesis/online>,
Reihe 213

Second dissertation required for teaching position at a university



Scientific staff in legal sciences and linguistics



Percentage of female students in Germany

- ▶ <http://gus.his.de/daten-portal/bild-46.pdf>

Percentage of female graduates in Germany

- ▶ <http://gus.his.de/daten-portal/bild-47.pdf>

Percentage of females with a first and second doctoral degree

- ▶ <http://gus.his.de/daten-portal/bild-51.pdf>

Percentage of female university staff

- ▶ <http://gus.his.de/daten-portal/bild-52.pdf>

All in all...

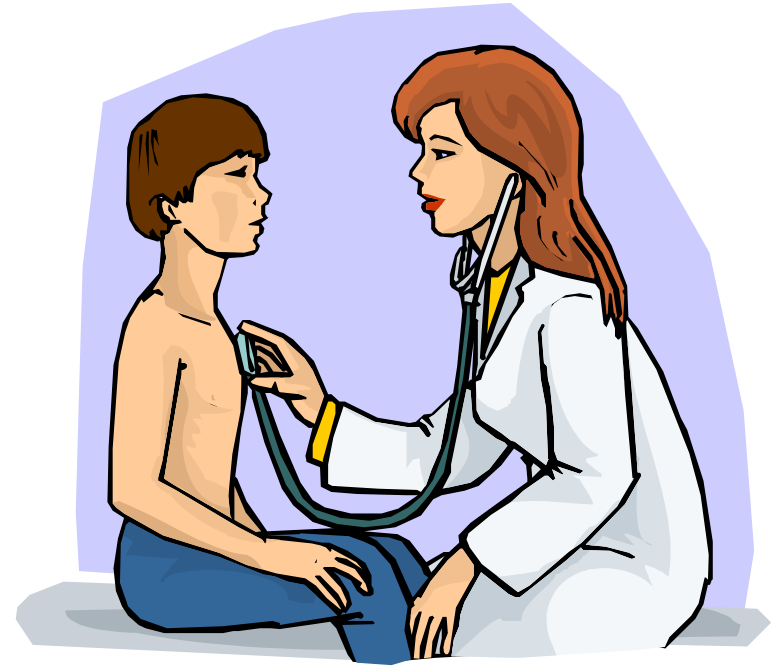
- ▶ ...we can state a considerable gap between the figures of female students and female professors at university level.
- ▶ The higher the degree, the less women we find!
- ▶ <http://gus.his.de/daten-portal/bild-53.pdf>

Reasons

The influence of the media

- ▶ 66 % of the teenage girls watch TV daily, preferably PRO 7 and RTL, daily soaps und crimes
- ▶ **Female role models in crimes:** Increasing number of applications of young women in police service, strong interest in pathology
- ▶ **Daily Soaps:** Show mostly women as journalists or actresses
- ▶ **Designation of professions** cause different associations and are „filled“ with gender stereotypes
- ▶ 46 % of the teenagers report that there exist designation of professions, the meaning of which they do not know at all

(Reference: Medienpädagogischer Forschungsverbund Südwest, JIM Studie 2006, www.mpfs.de/fileadmin/JIM-pdf06/JIM-Studie_2006.pdf, 21.07.2011)



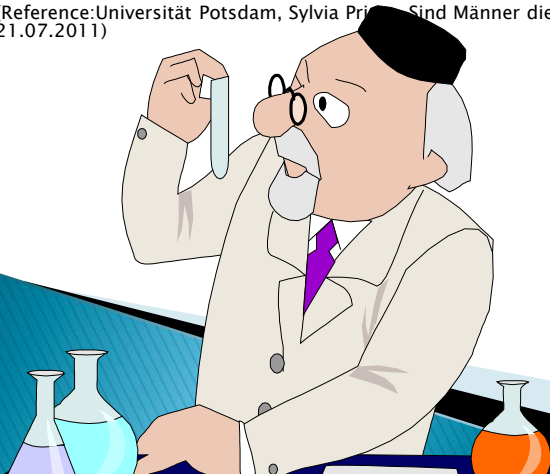
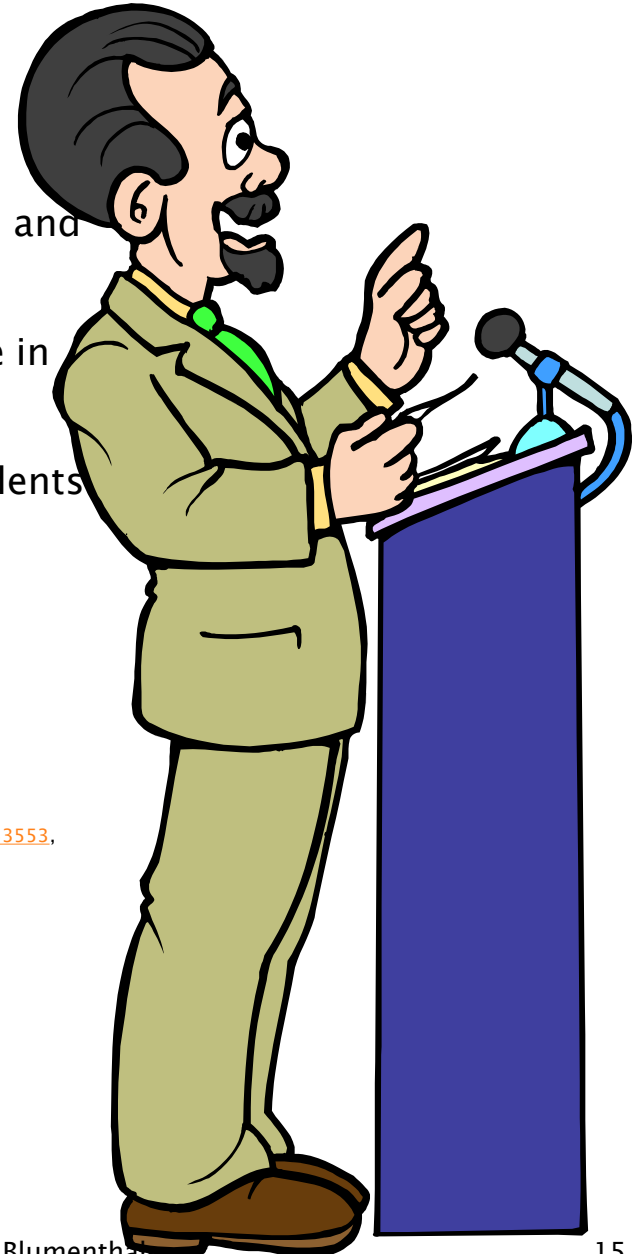
Tradition and Prejudices

- ▶ Universities were traditionally „a world without men“
- ▶ 1900: Women are allowed to study at the universities of Freiburg and Heidelberg.
- ▶ 1901: Mathilde Wagner achieved her doctoral degree in medicine in Freiburg.
- ▶ During the second world war more than 50 % of the German students were women.
- ▶ In the post war period only between 20 and 30 % of the enrolled students were female.

(Reference: Pionierinnen der Wissenschaft – Frauen an den Universitäten, <http://www.archiv.rwth-aachen.de/online-pionierinnen/objektevitrine1.htm>, 21.07.2011)

- ▶ Even today, women are often said to be less professionally and methodically competent than men.

(Reference: Universität Potsdam, Sylvia Prien: Sind Männer die besseren Wissenschaftler?, <http://idw-online.de/pages/de/news433553>, 21.07.2011)



Influence of recruitment commissions

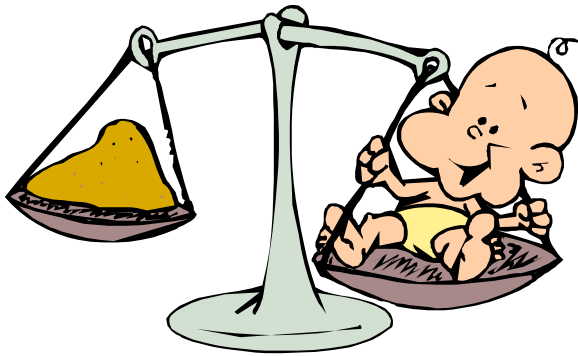
If university recruitment commissions consist of mainly „grumpy old men“, who would expect women to have a fair chance!?

(Reference: Steffens, Melanie, Geschlechterstereotype als Karrierekiller?, 22. BuKoF-Jahrestagung 2010, S. 4, http://www.bukof.de/tl_files/Veroeffentl/jt10-doku.pdf; Born, Winfried, 68. Deutscher Juristentag, Forum Gleichstellung, : Geschlecht – kein Thema mehr für das Recht?, NJW-aktuell 47/2010, S. 18)



Compatibility of family and career

- ▶ Work-life- balance with children is hard work
- ▶ In most partnerships/marriages, women handle the child care and house-keeping
- ▶ Almost 70 % of women in leading positions have made out children as a career hindering factor



Reference: Hähnel, Silvia/Pawlak, Britta, Gleichberechtigung zwischen Mann und Frau – Ein langer Weg, Teil 1: Die Geschichte der Frauenbewegung, <http://www.helles-koepfchen.de/artikel/2957.html>, 21.07.2011; CEWS-Journal Nr. 79, 27.5.2011, S. 23, <http://www.gesis.org/download/fileadmin/cews/www/download/cews-journal79.pdf>, 21.07.2011; Universität Potsdam, Sylvia Prietz, Sind Männer die besseren Wissenschaftler?, <http://www.idw-online.de/pages/de/news419396>, 21.07.2011; Stock-Homburg, Ruth, Studie Work-Life-Balance mit Kindern, http://www.tu-darmstadt.de/vorbeischauen/aktuell/archiv_2/neuesausdertudeinzelansicht_30784.de.jsp

My own experience

C.V. in short form

- ▶ Born in 1969
- ▶ 1993: First state exam (law)
- ▶ 1996: Second state exam (law)
- ▶ 1999: Doctor of laws
- ▶ 1996 to 2002: Practising as an attorney at law
- ▶ Since 2002: Orderly professor at the University of applied sciences
- ▶ Married, three children

Career obstacles

- ▶ Response to first applications: Too young and female
 will not be accepted by clients
- ▶ Female: First law firm, that employed me, wouldn't accept female partners
- ▶ Surprises: „Not as nice as we thought“; „tough“, „incompliant“: Reaction of adversarial attorneys who had met me first **outside** the court room
- ▶ Arrogance: „Not bad....for a women“: Reaction of one former colleague to my professorship
- ▶ Doubt: „So young; so tender; many children: She won't make it.“: Reaction of some colleague professors

But.....

Yes, we can!!!

Thank you for listening!



Further Reading

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- ▶ 22. BuKoF-Jahrestagung 2010
- ▶ Steffens, M. C. (2004). Is the Implicit Association Test immune to faking? *Experimental Psychology*, 51, 165–179.

Futher Reading

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