

**INWES Webinar "Gender Equity and Inclusion in STEM,
Research and Innovation in Europe"**

27. April 2022

**Empowerment needs perseverance and strong alliances
German experience for more women in STEM**

**Christina Haaf / Competence Center Technology-Diversity -Equal Chances
(kompetenzz)**

kompetenzz - Germany's major network on the topics of technology, diversity and equal opportunities

The Competence Center Technology-Diversity-Equal Opportunities e. V. (kompetenzz) is located in Bielefeld as an affiliated institute of the Bielefeld University of Applied Sciences.

The well-known nationwide projects Girls'Day, Boys'Day, Go MINT, Future Workshop on Demography (ZWK) and cliché-free stand for our work. Our solutions also serve as an international model, with „Girls'Day“ or similar campaigns now taking place in 20 countries in and outside Europe.

Fields of Action



CAREER AND
LIFE PLANNING



DEMOGRAPHY



DIVERSITY



DIGITAL
INTEGRATION

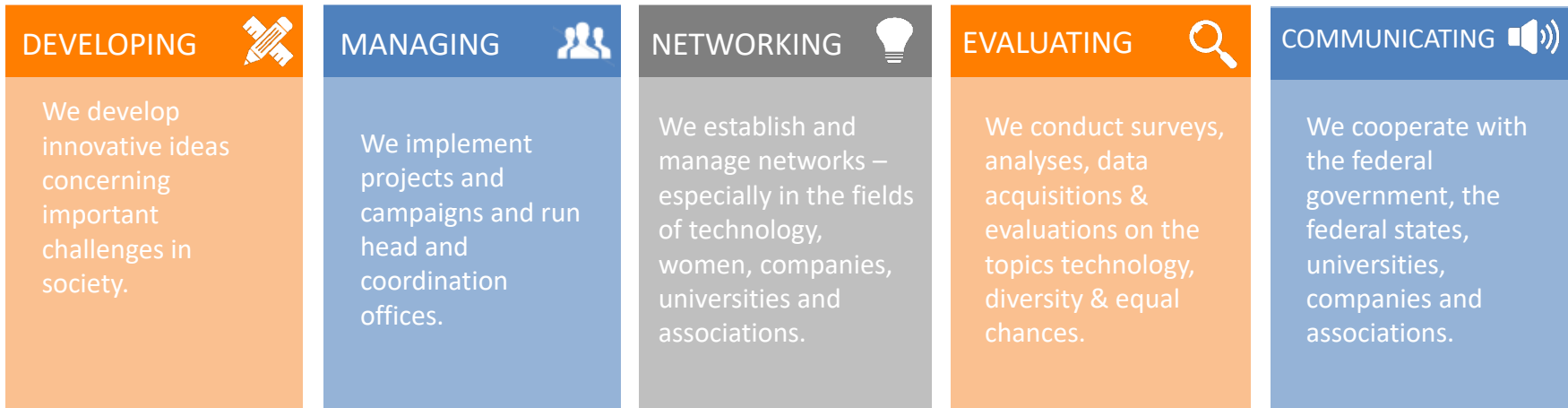


WOMEN IN
STEM AND
INNOVATION



FAMILY AND
WORKING LIFE

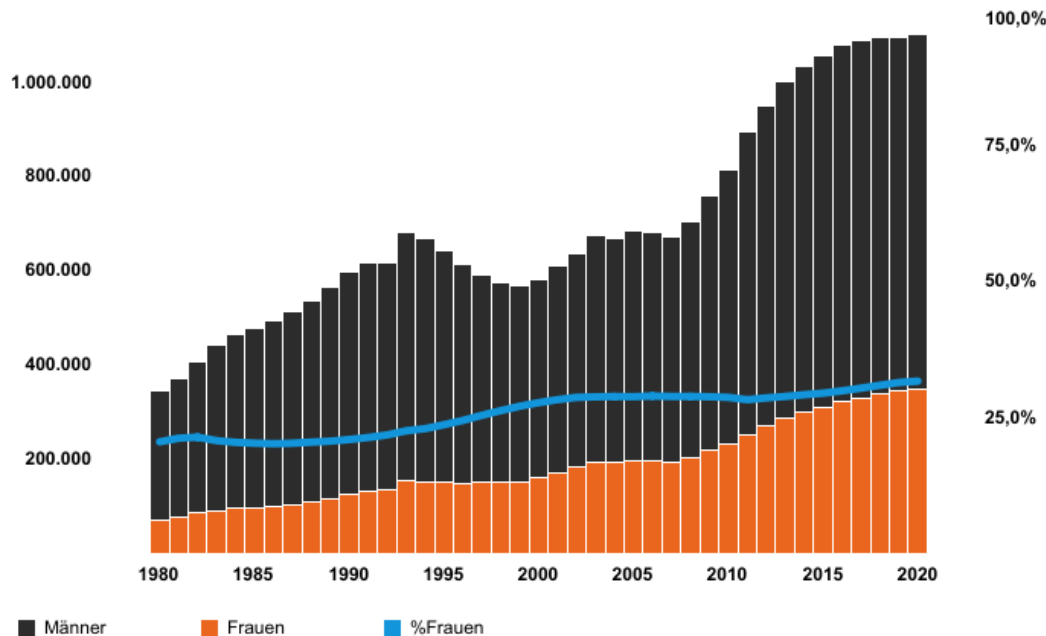
kompetenzz.



Mixture of federal government and federal state projects, innovative development projects and expert advice

Women in STEM and Innovation

Studierende insgesamt in den MINT-Fächergruppen zusammen
1980 bis 2020 in Deutschland



Quelle: Statistisches Bundesamt (destatis) 2021 und eigene Berechnungen
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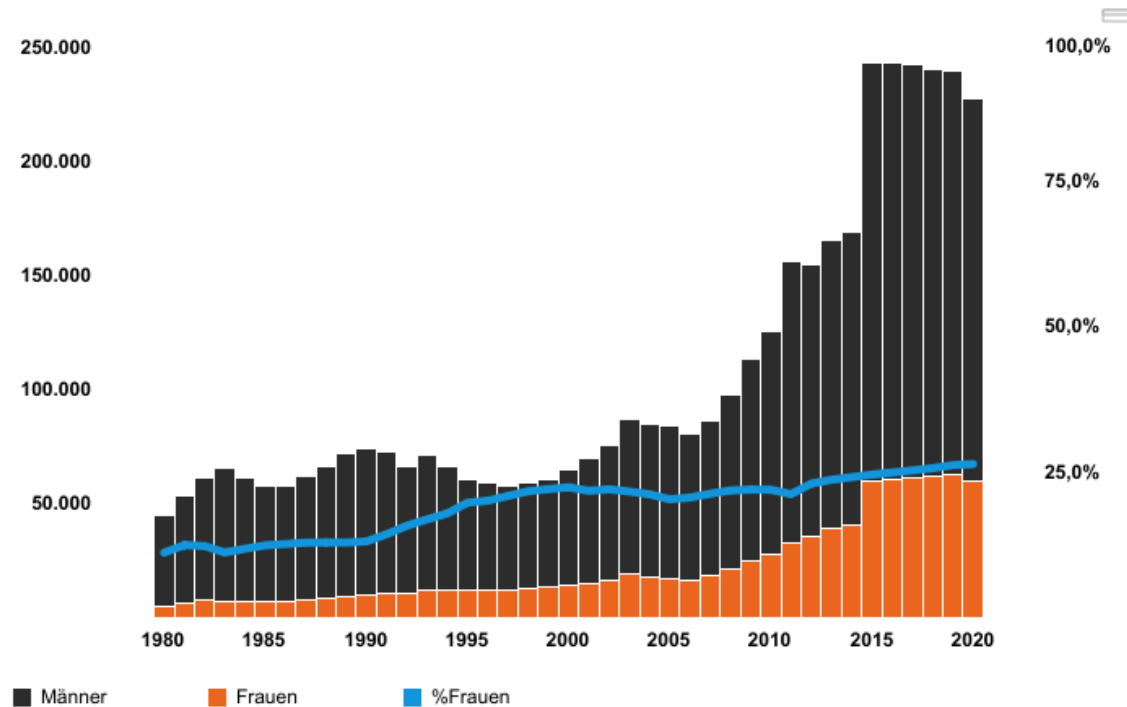
Total number of students in STEM subjects



In 2020 of 1.101.943 STEM students, 348.799 (1980: 70.719) are female. Overall, an increase from 20.5 to 31.7 percent, a good 10 percentage points achieved in 20 years.

Women in STEM and Innovation

Studierende im 1. Fachsemester in der Fächergruppe Ingenieurwissenschaften zusammen
 1980 bis 2020 in Deutschland



Quelle: Statistisches Bundesamt (destatis) 2021 und eigene Berechnungen
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First-year female students in Engineering



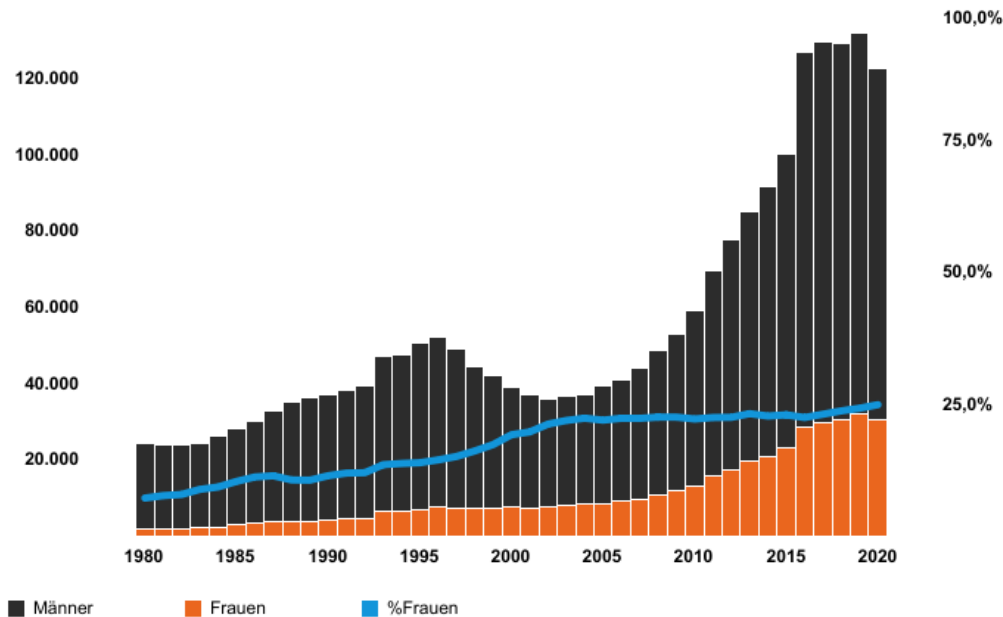
In 2020 of 228,381 first-year students, 61,901 (1980: 5.040) are female
 This means that the proportion of women in 2020 is 26.4 % (1980 11,2 %).

Women in STEM and Innovation

Female graduates
in Engineering



Abschlüsse insgesamt in der Fächergruppe Ingenieurwissenschaften zusammen 1980 bis 2020 in Deutschland

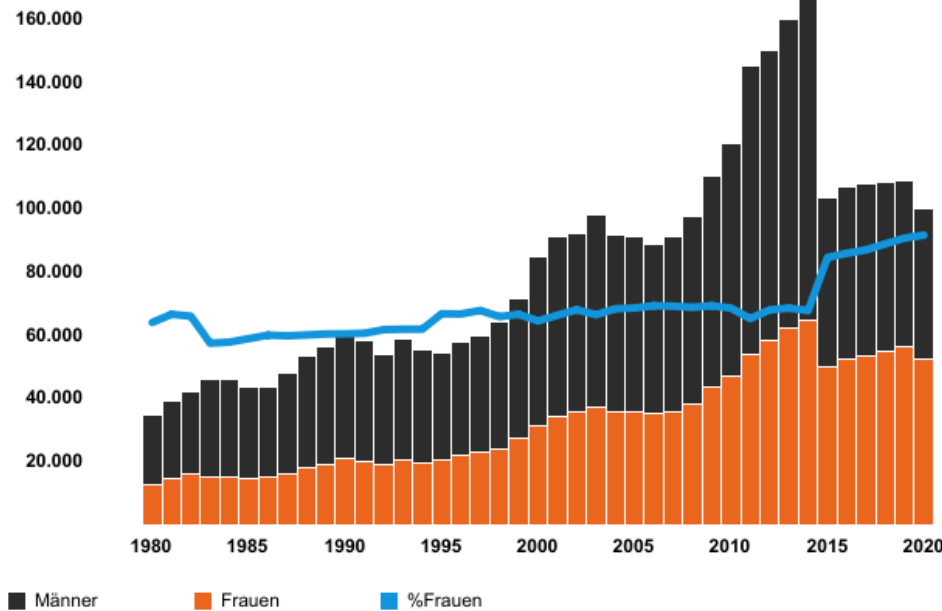


Of a total of 122,838 degrees in 2020 30,608 are taken by women. (1980: 1,772)
 This corresponds to a female share of 24.9 %. (1980: 7,2 %)

Quelle: Statistisches Bundesamt (destatis) 2021 und eigene Berechnungen
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Women in STEM and Innovation

Studierende im 1. Fachsemester in der Fächergruppe Mathematik, Naturwissenschaften zusammen
 1980 bis 2020 in Deutschland



Quelle: Statistisches Bundesamt (destatis) 2021 und eigene Berechnungen
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First-year female students in Mathematics and Natural Sciences



100,0%

75,0%

50,0%

25,0%

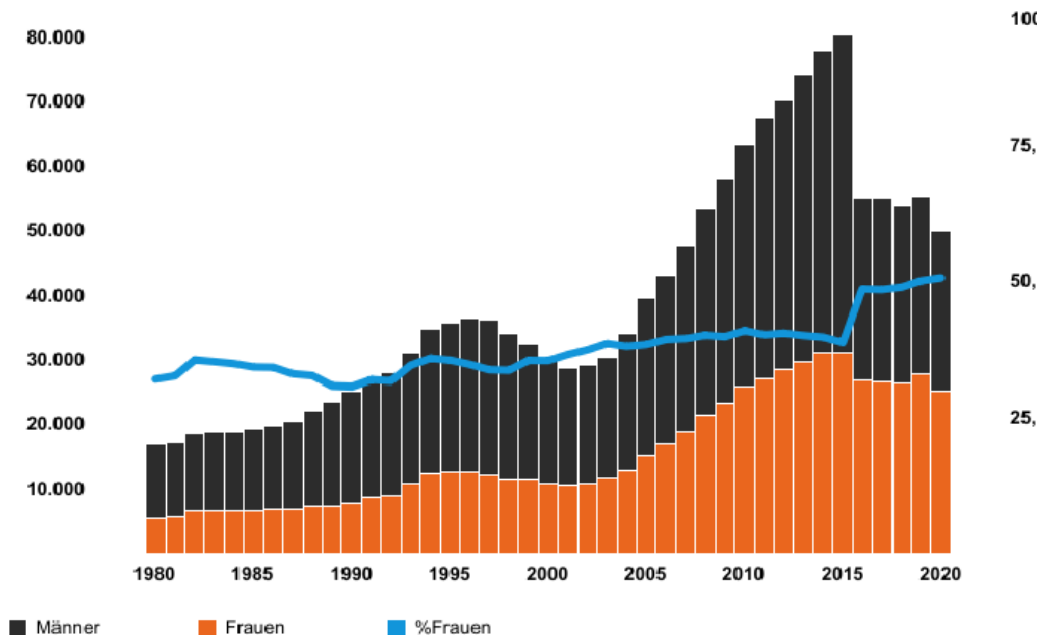
In 2020 of 100,186 first-year students, 52,302 (1980: 12.682) are female. This means that the proportion of women in 2020 is 26.4 % (1980 36,5 %).

Women in STEM and Innovation

Female graduates in
Mathematics and
Natural Sciences



**Abschlüsse insgesamt in der Fächergruppe Mathematik, Naturwissenschaften
zusammen
1980 bis 2020 in Deutschland**



Of a total of 49,989
degrees in 2020
25,318 are taken by
women. (1980:
5,419)
This corresponds to
a female share of
50.6 %. (1980: 32 %)

Quelle: Statistisches Bundesamt (destatis) 2021 und eigene Berechnungen
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Women in STEM and Innovation

Female STEM
Careers



- In the **area of research and development (R&D)**, the share of women in total R&D personnel (scientific, technical and other personnel) is around 27 %.
- Among researchers, the share of women is only about 23 %.
- There are clear differences between the sectors.
 - In 2017, for example, women accounted for nearly 43% of total R&D personnel in universities,
 - about 41% in the government sector
 - and only about 19% in the business enterprise sector (Federal Report on Research and Innovation, 2020 | PDF).

Women in STEM and Innovation

Female STEM
Careers



- In 2019, only 25.6% of **professorships** in Germany were held by women (Joint Science Conference (GWK), 2021 | PDF).
- The proportion of professorships held by women varies widely across subject groups and in 2019 was:
 - in the humanities: 39.2%
 - in mathematics and natural sciences: 19.9%
 - in engineering sciences: 13.6%
 - in the STEM subjects as a whole: 15.8%
 - in human medicine/health sciences: 24.7%(Equal Opportunities in Science and Research, GWK, 2019/2020 | PDF)

Career and life planning



- ▶▶ 2002: Girls' Day – Future Prospects for Girls
- ▶▶ 2010: Boys' Day – Future Prospects for Boys
- ▶▶ 2016: Expert Portal “klischee-frei.de”



Women in STEM and Innovation



NATIONALER PAKT
FÜR FRAUEN
IN MINT-BERUFEN



- ▶▶ 2008 – 2021: National Pact for Women in MINT careers – “Go MINT.”
- ▶▶ NEW Project: Platform #InnovativeWomen **#InnovativeFrauen**
Making female excellence visible via video portraits, podcasts and open mics (interactive online live events)
- ▶▶ NEW Project: Meta Project Meta-IFiF
The funding guideline "Women in Science, Research and Innovation: Making Achievements and Potentials Visible, Anchoring Visibility Structurally ("Innovative Women in Focus")" supports a wide variety of projects. Meta-IFiF meta-project establish exchange and networking among all funded projects and will consolidate structures that sustainably strengthen the impact of the measures.

Contact



to be appointed

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