

Minimum requirements/orientation values for positions with a doctorate as a required qualification

Faculty	Subject group according to destatis	Target
Faculty of Protestant Theology		46,6%
Faculty of Catholic Theology		31,0%
Faculty of Law		40,3%
Faculty of Medicine	Dentistry and Medicine	59,1%
Faculty of Humanities		57,1%
Department 1: Ancient Studies and Art History	Classical Philology, Art, Music	64,9%
Department 2: Institute of Asian and Oriental Studies	Cultural Studies, both narrowly and broadly defined	57,3%
Department 3: History	History	46,8%
Department 4: Modern Languages	General and Comparative Literature and Linguistics, German Studies, English Studies, American Studies, Romance Languages and Literatures, Slavic Studies, Baltic Studies,	66,9%
Department 5: Philosophy - Rhetoric - Media Studies	Humanities in general, Philosophy, from 2021 Media- and Communication Studies	45,9%
Faculty of Economics and Social Sciences		44,6%
Department 1: Social Sciences	Sport, Political, Social Studies, Education and Social Work	54,7%
Department 2: Business and Economics	Business and Economics	34,8%
Faculty of Science		40,8%
Department 1: Biology	Biology	58,5%
Department 2: Chemistry	Chemistry	39,7%
Department 3: Geosciences	Geoscience (incl. Geography)	43,3%
Department 4: Informatics	Informatics	16,5%
Department 5: Mathematics	Mathematics	32,9%
Department 6: Pharmacy and Biochemistry	Pharmacy	53,3%
Department 7: Physics	Physics (Physics, Astronomy)	21,5%
Department 8: Psychology	Psychology	70,1%
Center of Islamic Theology	Islamic Studies, other language and cultural studies	52,3%
Total		48,6%

Basis: destatis, series 11, row 4.2, doctorates 2017-21, according to teaching and research areas.

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For the minimum/orientation value, the five years 2017 - 2021 are combined in order to compensate for annual fluctuations and to reflect as realistically as possible the available potential of female researchers for this type of position.

The minimum value is a calculation according to the cascade model. The cascade model determines the share of qualified women based on the share of the respective preceding qualification level and therefore provides the best possible orientation for equal opportunities for men and women. In order to comply with the active constitutional mandate of GG Art. 3 (2) to eliminate existing disadvantages for women, this minimum value represents the lower limit for maintaining the best selection. In order to achieve a faster improvement of the current situation in subjects with very low proportions of women, higher targets should be set and achieved through active recruitment of women.

Even if the value exceeds 50%, it should serve as an indication of whether the proportion of applications corresponds to the statistically available proportion of qualified women to make it possible to identify and eliminate any imbalances in the staffing process. However, the value is no longer regarded as a minimum but as an *orientation value* after parity has been reached at the corresponding university qualification level, since parity does not have to be *actively* exceeded.

It should be noted that destatis only shows data for Germany. In an international context, the available proportions of qualified women may be much higher (this is often the case, for example, in small and science subjects such as Informatics and Physics).