

Progress on gender equality in research and innovation in Germany

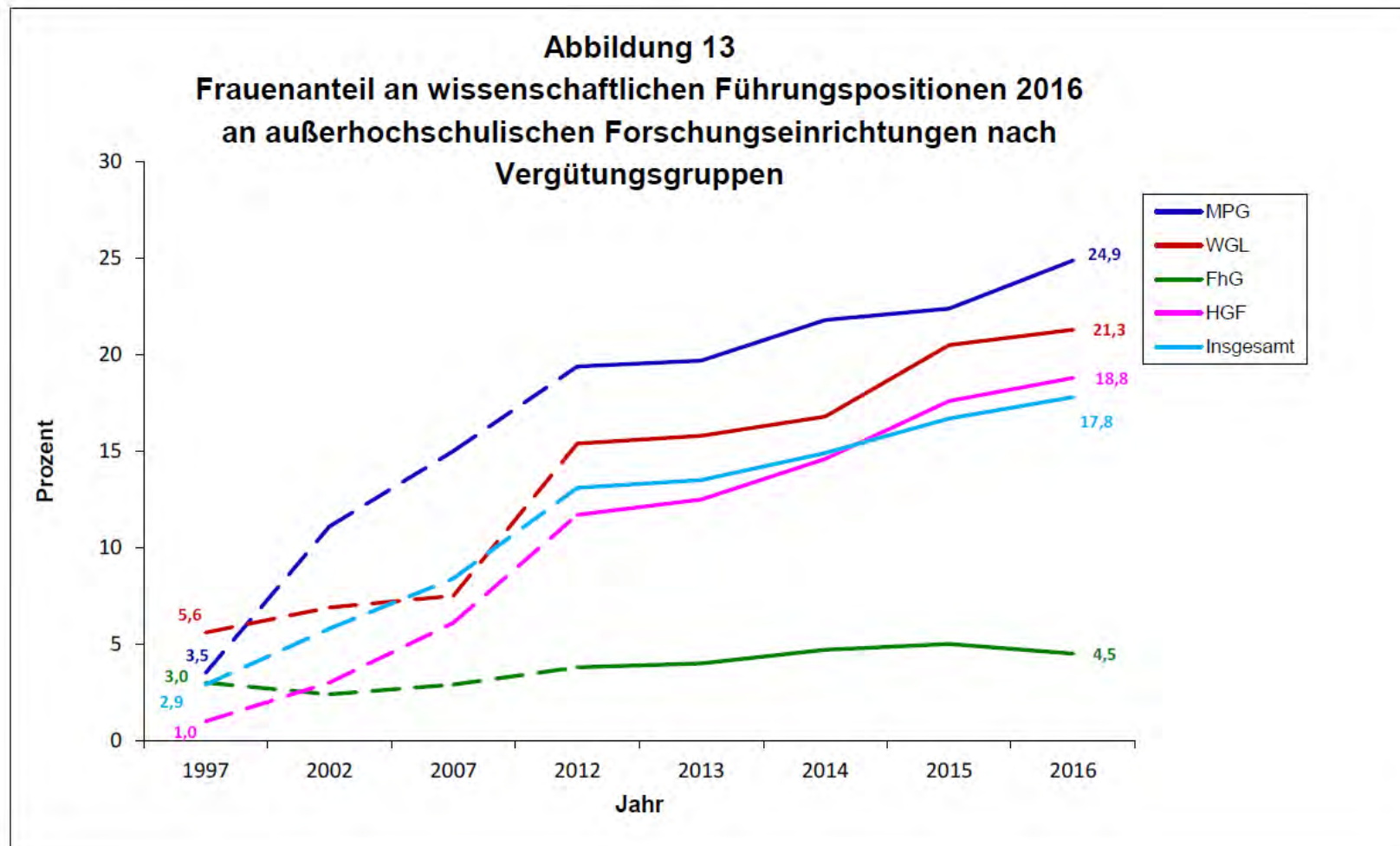
Christina Hadulla-Kuhlmann, Federal Ministry of Education and Research

Pact for Research and Innovation

Non-university research institutions:



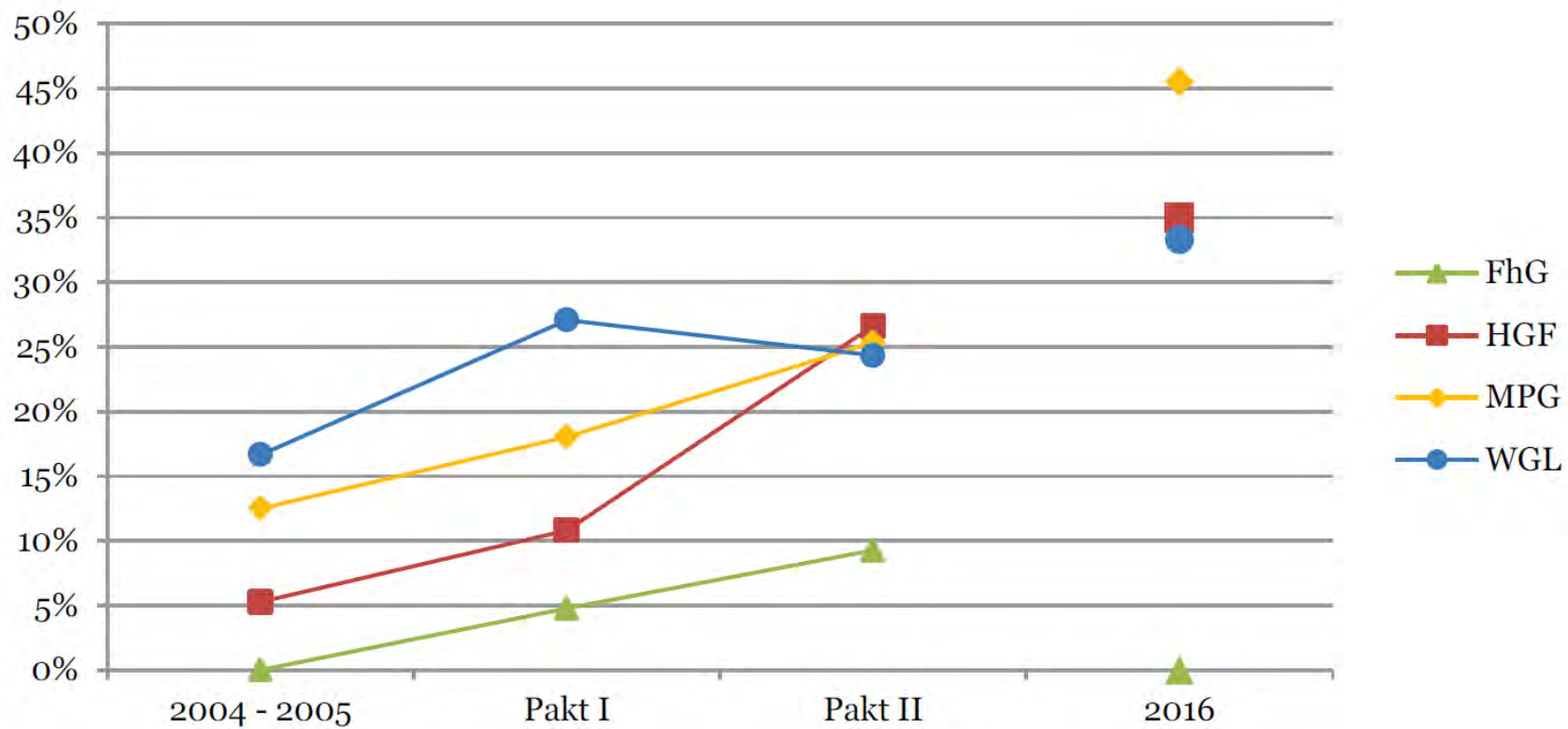
Women in leadership positions



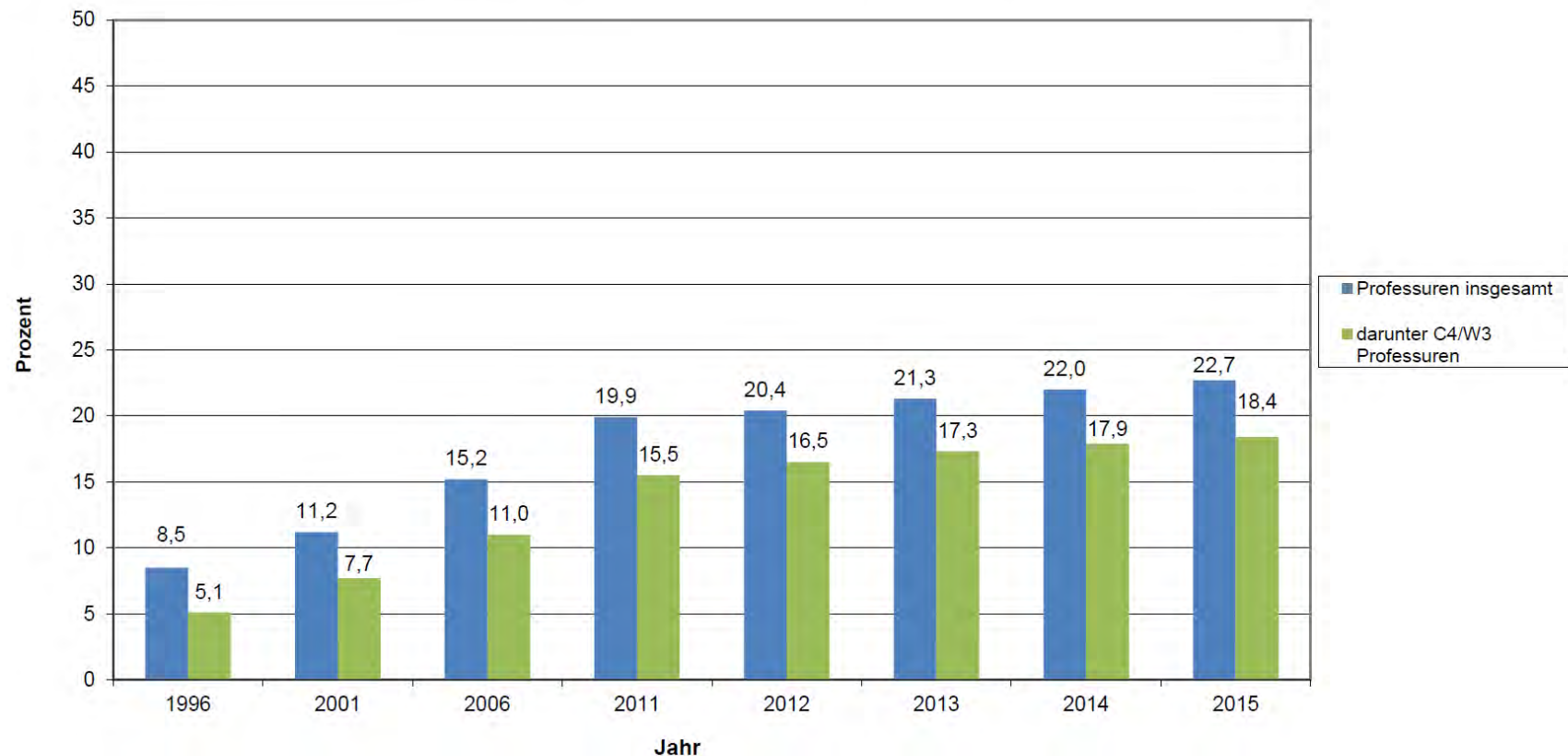
Percentage of women among PhD candidates (as of 2016)

- **Fraunhofer:** 23 %
- **Helmholtz Association:** 39 %
- **Leibniz Association:** 48 %
- **Max Planck Society:** 40 %

Share of women newly appointed to C4/W3 professorships (as of 2016)



Women professors: before and after the Programme for Women Professors



Source: Equal opportunities in science and research, GWK, Edition 55