

# **STEM Research Careers for Women in Germany**

## **Empowerment of female researchers: Diversity in EU and Japan perspectives**



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**6 September 2023**

- ❑ Background and career path
- ❑ Women in science in Germany and the opportunities available to them



Inorganic



Chemistry

Biology

Physics

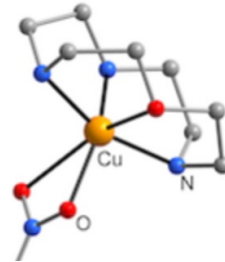
Medicine

Engineering



**BAM**

Bundesanstalt für  
Materialforschung  
und -prüfung



Freie Universität



Berlin



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386



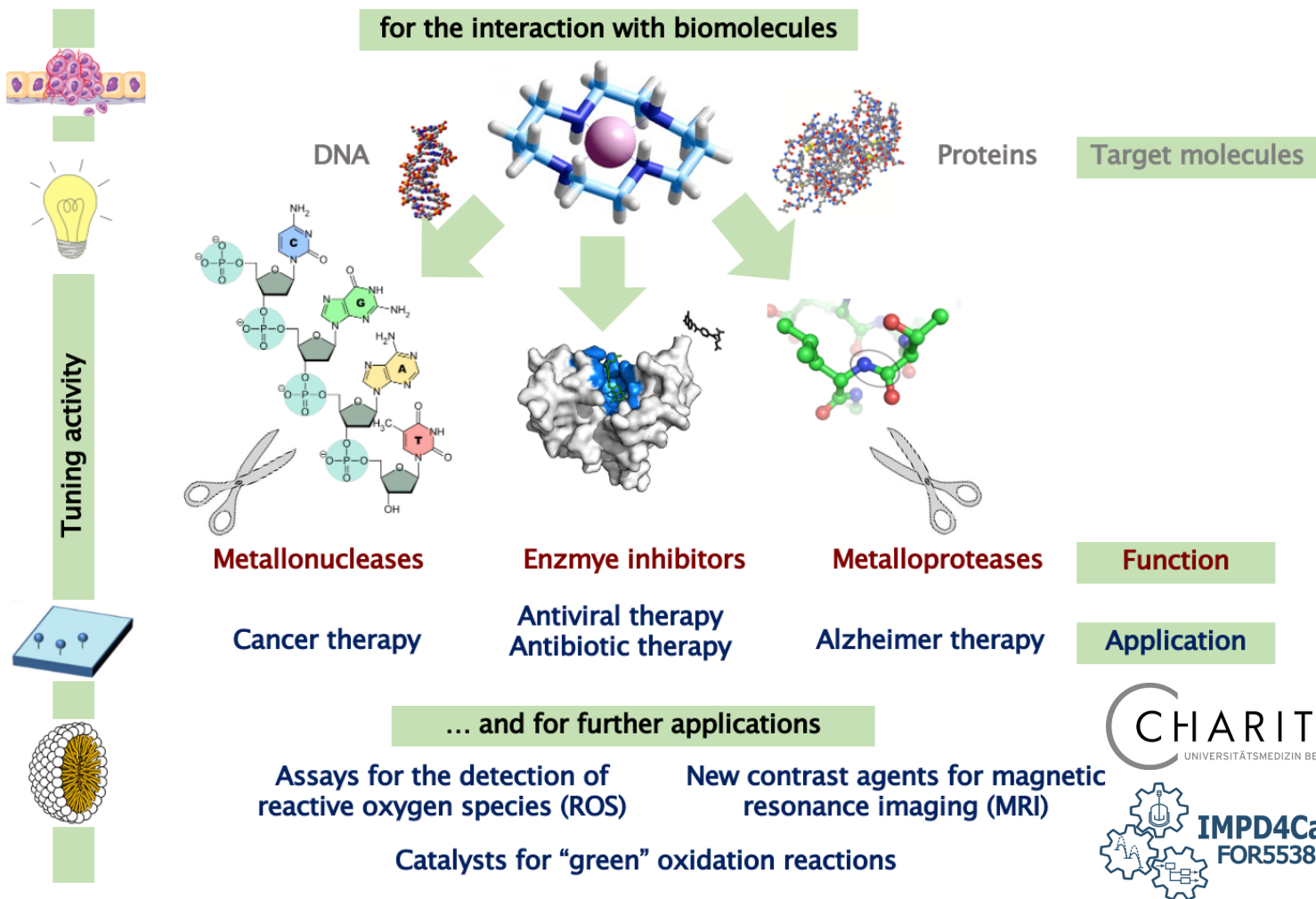
Massachusetts  
Institute of  
Technology



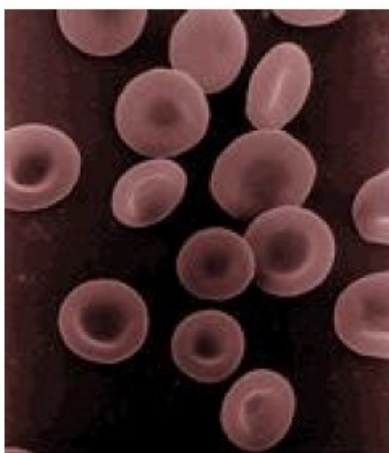
OTTO VON GUERICKE  
UNIVERSITÄT  
MAGDEBURG



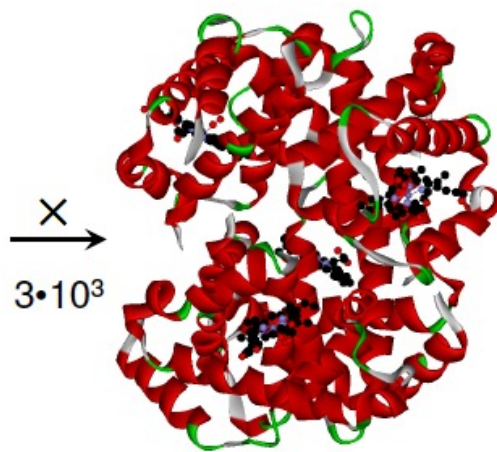
# Coordination chemistry in the Kulak Lab



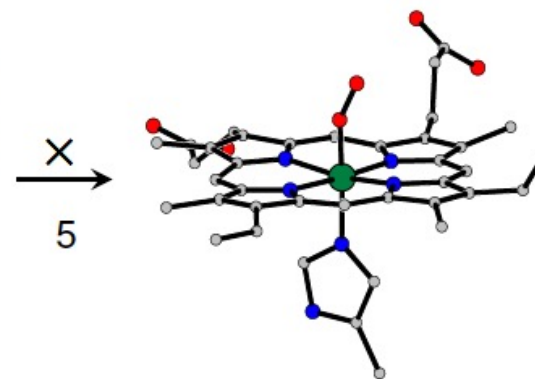
## O<sub>2</sub> transport in the human body



Red blood cells  
Biologist/medical scientist



Hemoglobin  
Biochemist



Heme  
Bioinorganic chemist

**Coordination chemistry!**



# Acknowledgements

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- Dariush Hinderberger

MARTIN-LUTHER-UNIVERSITÄT  
HALLE-WITTENBERG



- Wojciech Bal



- Christian Hartinger



Deutscher Akademischer Austauschdienst  
German Academic Exchange Service



The group



**W1 assistant professor/junior research group leader (different formats!)**



**W2 professor (comparable to associate professor)**



**W3 professor (comparable to full professor)**

## Women in Science in Germany

EDELGARD BULMAHN [Authors Info & Affiliations](#)

SCIENCE • 10 Dec 1999 • Vol 286, Issue 5447 • p. 2081 • [DOI: 10.1126/science.286.5447.2081](https://doi.org/10.1126/science.286.5447.2081)

### Gender pay gap at universities:

W3 (720 € less than male professors)

W2 (320 € less)

W1 (140 € less)

[www.forschung-und-lehre.de/karriere/professur/mehr-fairness-bei-leistungsbezeugen-3529](http://www.forschung-und-lehre.de/karriere/professur/mehr-fairness-bei-leistungsbezeugen-3529)

→ In 1998, only 6% of full professorial positions at German universities were held by women.

→ 2011: 20%

→ 2022: 27%

**BUT 52% of first-year students are female!**

[www.destatis.de/DE/Presse/Pressemitteilungen/2022/12/PD22\\_559\\_213.html](http://www.destatis.de/DE/Presse/Pressemitteilungen/2022/12/PD22_559_213.html)



## Support (examples)

Equal opportunities officers in every committee! → In case of equal achievements of male/female applicants, women will be hired!



Berlin Universities

Scientific awards: <https://www.innovative-frauen.de/wissenschaftspreise>

**Network of supporting researchers!**



Vielen Dank!  
Thank you!



[www.uni-potsdam.de/inorg](http://www.uni-potsdam.de/inorg)  
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