

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

<b>Faculty</b>	<b>Subject group according to destatis</b>	<b>Target</b>
<b>Faculty of Protestant Theology</b>		<b>33,7%</b>
<b>Faculty of Catholic Theology</b>		<b>19,6%</b>
<b>Faculty of Law</b>		<b>31,3%</b>
<b>Faculty of Medicine</b>	Dentistry and Medicine	<b>36,9%</b>
<b>Faculty of Humanities</b>		<b>44,4%</b>
Department 1: Ancient Studies and Art History	Classical Philology, Art, Music	36,8%
Department 2: Institute of Asian and Oriental Studies	Other language and cultural studies, Islamic Studies	54,0%
Department 3: History	History	40,7%
Department 4: Modern Languages	General and Comparative Literature and Linguistics, German Studies, English Studies, American Studies, Romance Languages and Literatures, Slavic Studies, Baltic Studies, Finno-Ugric Studies	52,8%
Department 5: Philosophy - Rhetoric - Media Studies	Humanities in general, Philosophy, from 2020 Media and Communication Studies	32,3%
<b>Faculty of Economics and Social Sciences</b>		<b>34,4%</b>
Department 1: Social Sciences	Sport, Political, Social Studies, Education and Social Work	41,0%
Department 2: Business and Economics	Business and Economics	22,6%
<b>Faculty of Science</b>		<b>26,3%</b>
Department 1: Biology	Biology	34,0%
Department 2: Chemistry	Chemistry	20,8%
Department 3: Geosciences	Geoscience (incl. Geography)	25,5%
Department 4: Informatics	Informatics	11,2%
Department 5: Mathematics	Mathematics	12,5%
Department 6: Pharmacy and Biochemistry	Pharmacy	40,5%
Department 7: Physics	Physics (Physics, Astronomy)	18,1%
Department 8: Psychology	Psychology	55,3%
<b>Center of Islamic Theology</b>	(Islamic Studies, non-European language and cultural studies)	<b>54,0%</b>
<b>Total</b>		<b>35,3%</b>

Basis: destatis, series 11, row 4.4, habilitations 2017-21, according to teaching and research area.

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.

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

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, however, that destatis only shows data for Germany. Nor does it include a career path via an assistant professorship or other alternative routes to habilitation-equivalent achievement. In an international context, the available proportions of qualified women may also be much higher (this is often the case, for example, in small and science subjects such as Informatics and Physics). The target mentioned here therefore marks the lowest limit for obtaining the best selection.