



MEDICAL WOMEN ON TOP

UPDATE

Documentation of
the number of women
in leading positions
in 15 specialities
of German
university clinics

January 2019



Deutscher
Ärztinnenbund

Informieren. Vernetzen. Gestalten.

Update - Medical Women on Top 2019

This documentation follows the documentation MWoT, which showed that the proportion of women in management positions (chair, clinic director, independent departmental management) in German university hospitals averaged only 10% (Fig. 1) (See also www.aerztinnenbund.de). It should be clarified whether numerous offers of support for suitably qualified women physicians have been successful in the last 3 years.

Thirteen **clinical** specialties and two institutes at the thirty-five German university hospitals were evaluated. In order to make a comparison, only **clinical** specialties represented in **all** university hospitals and heavily involved in patient care were considered. General practitioners and dentistry are missing (within the latter, the percentage of women is 13%).

The university deans were asked to indicate the numbers of women and men in management positions (C4/W3 positions with managerial functions). In case of ambiguity and relevant time delays, often multiple telephone inquiries were made.

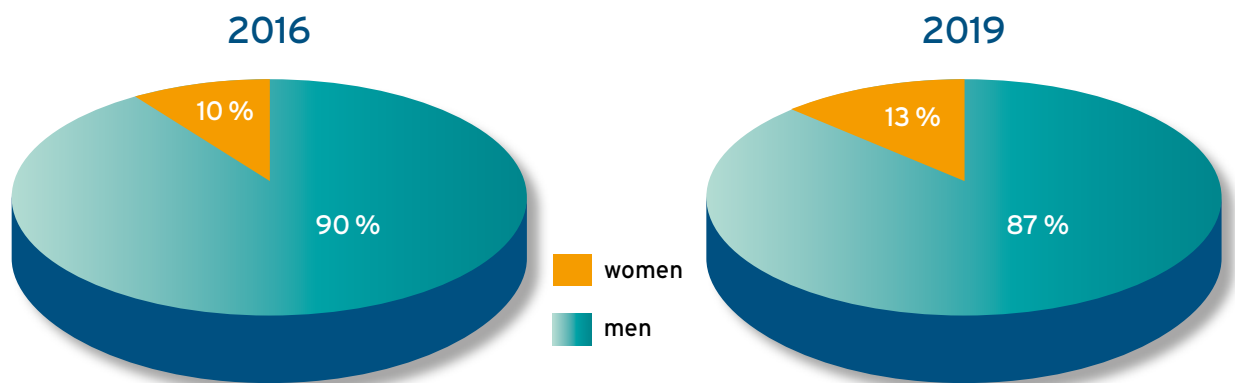


Fig. 1 | Average numbers of women in leading positions in clinical medicine throughout Germany

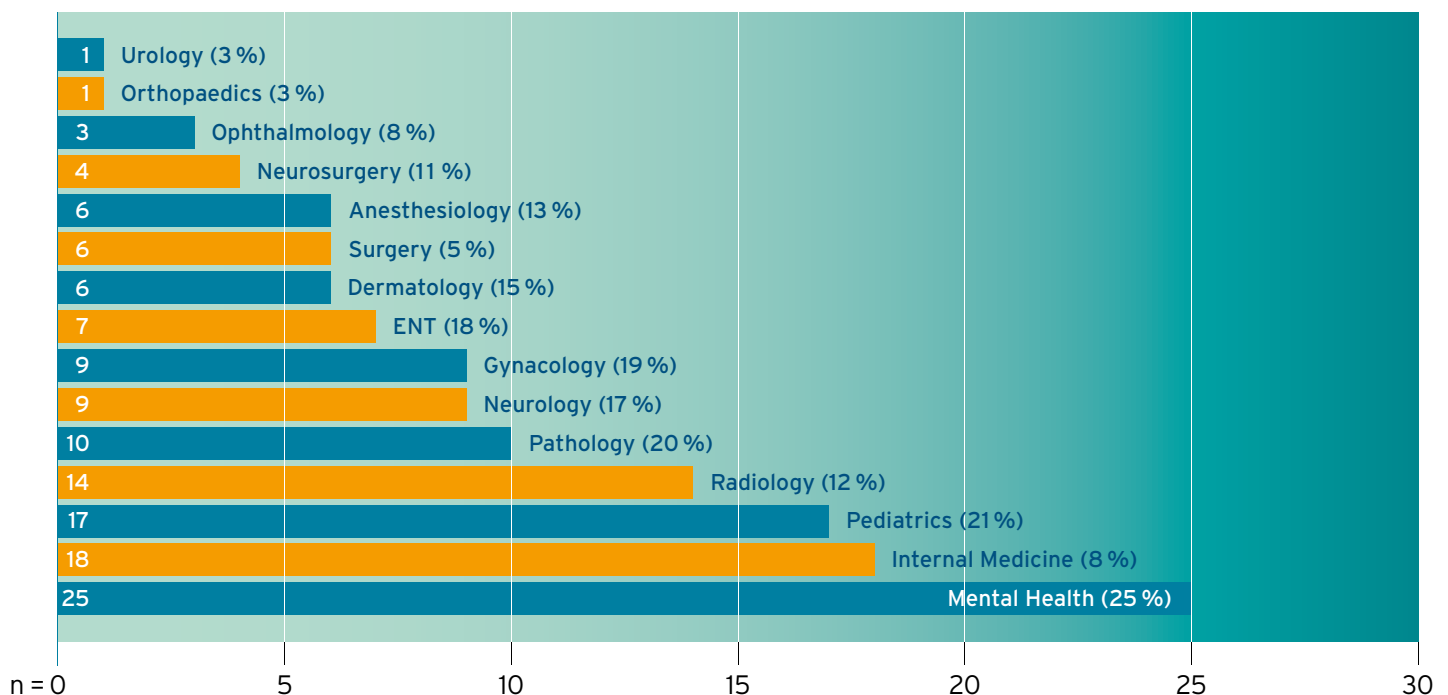


Fig. 2 | Percentage of women in individual specialties and absolute number of women in individual specialties

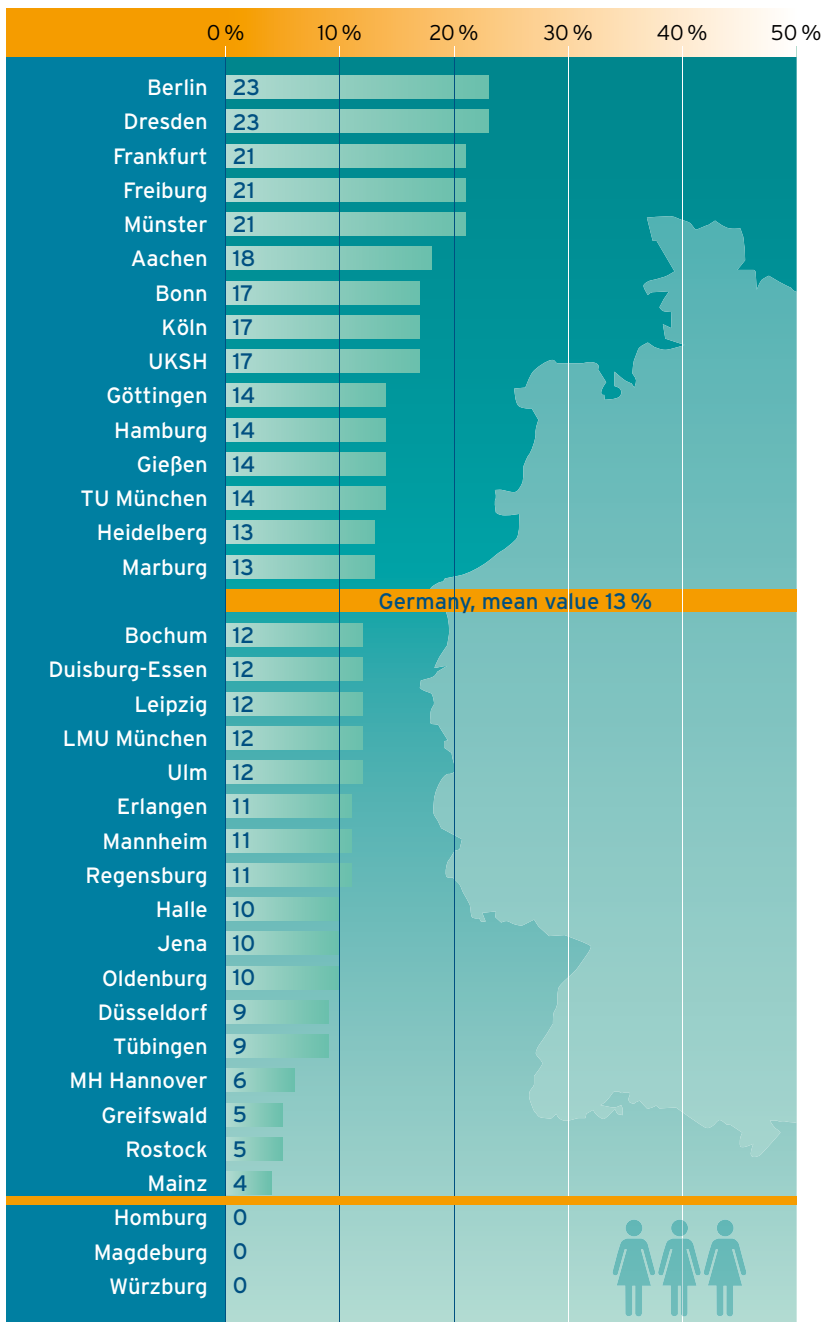


Fig. 3 | Ranking of the 35 German university hospitals: percentage of women in top clinical positions

Conclusion: There were small changes within the specialities and ranking of the university hospitals.

The percentage of women has increased in three years from 10% to 13%. Assuming a linear increase, parity between men and women would be achieved in **2051**. In three university hospitals (Homburg, Magdeburg, Würzburg), no woman is in a top position in any of the specialties investigated (in 2016 this was the case in Homburg, Greifswald and Mannheim). At the top in 2016 were Hamburg, Münster, Berlin, Dresden and Freiburg, and in 2019 Berlin, Dresden, Frankfurt, Freiburg and Münster.

Currently, the occupation of 87% of executive positions by men means that clinical university medicine is shaped by men. Therapeutic concepts, medical opinions, strategies for student teaching, personnel policies, external representations, etc. are designed and decided in these leadership positions. The best opportunities to improve clinical medicine and to encourage relevant clinical research also lie here.

The main causes of the small percentage of women remain unclear, because a qualified forthcoming generation is available: in 2015/2016, 31% of senior physicians in the specialties studied at the university clinics were women, a number of them professors and in management.

However, assuming a steady pace, it will take about 32 years before parity is finally achieved. 🐌



Fig. 4 | Gender representation among the deans of the 35 German medical faculties (♂ men, ♀ women)

**Editor: Prof. Dr. med. Gabriele Kaczmarczyk, Vice President,
by order of the „Deutscher Ärztinnenbund e.V.“**
Deutscher Ärztinnenbund e.V.
Rhinstr. 84
12681 Berlin
www.aerztinnenbund.de

Graphic artist
Anne-Claire Martin

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The total data and further literature can be requested through the
German Association of Women Physicians (www.aerztinnenbund.de).
mail: gabriele.kaczmarczyk@aerztinnenbund.de

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