

Factsheet about the participation of women in the health sector (recommendations 31/32 and 53/54)

Women in the health sector

Women in university medicine

The share of women in leadership positions in the most important professions of university medicine is between 23 % and 3 %. In three university hospitals not one single woman holds a professorship. Nationwide, the average of women in leadership positions in university medicine is 10 %.

In the middle management the share of female senior physicians is 31 % in average. With 55 respectively 54 % their share is highest in gynecology and dermatology. The professions with the lowest share of women are surgery (16 %) and urology (15 %). In average, the share of female senior physicians is higher in the eastern part of Germany than in the western part.

Habilitated women make up 16 % in the whole professorate (including middle management and senior physicians)¹

Full and adjunct professorships

	men	women	share of women
professorship, directorate, head of department	1152	116	10 %
middle management	901	127	14 %
senior physicians	698	185	28 %
total	2751	428	16 %

Source: Deutscher Ärztinnenbund, Medical women on top, Dokumentation des Anteils von Frauen in Führungspositionen in 16 Fächern der deutschen Universitätsmedizin, Berlin 2016, p. 5.

In contrast, the share of female medical students rises for over 20 years. In the winter semester 2015/2016 it is 61 %.²

Women in leading positions in hospitals

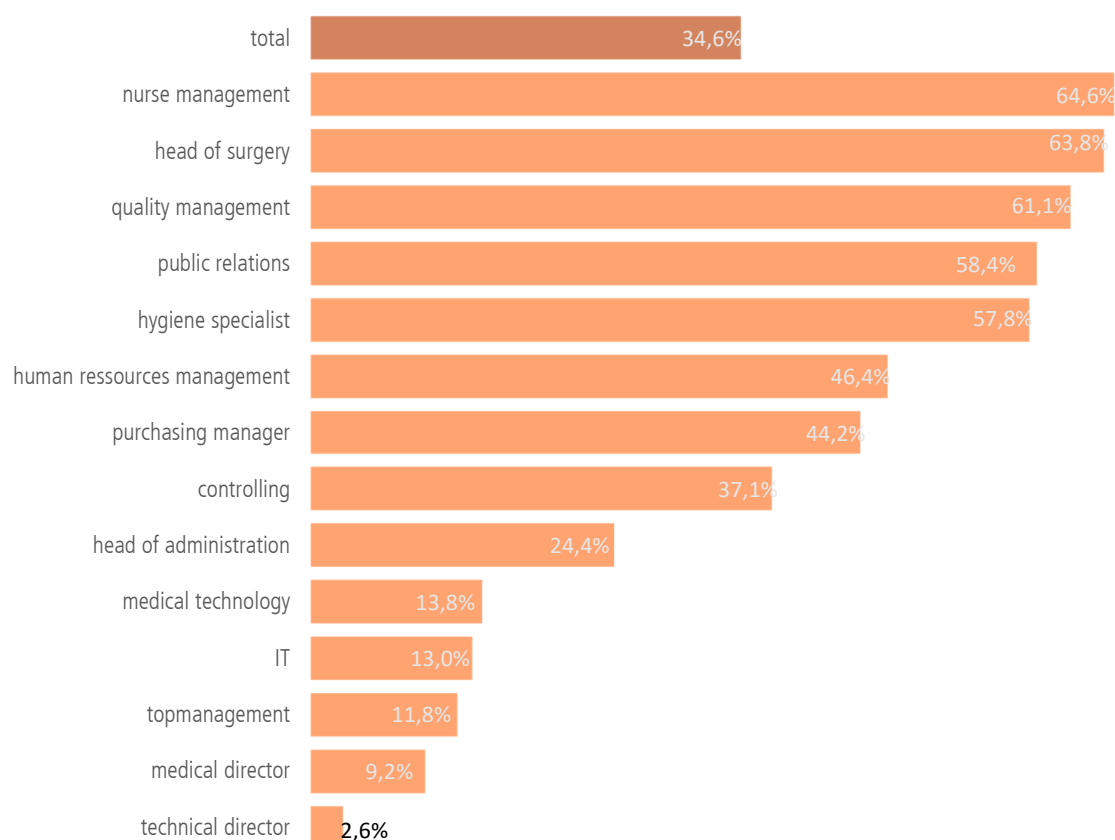
The share of women in leading positions in public hospitals is 33,4 %. Notwithstanding the organizing institution, their share in top positions is 16 %. The highest shares are in nurse management (65 %), head of surgery (64 %), in quality management (61 %) and in public relations (58 %). With a share of 88 %, the top management is a men's world. Comparing East- and West-Germany a clear difference is obvious: In the eastern part women hold almost half of the leading positions in hospitals whereas in West Germany they are far behind.³

¹ Compare: Deutscher Ärztinnenbund. Medical women on top. Dokumentation des Anteils von Frauen in Führungspositionen in 16 Fächern der deutschen Universitätsmedizin, Berlin 2016.

² Statistisches Bundesamt, Fachserie 11 Reihe 4.1. Studierende an Hochschulen, Wiesbaden 2016, p. 37, own analysis.

³ Compare: PricewaterhouseCoopers. Frauen in der Gesundheitswirtschaft, Berlin 2016, p. 11f.

Women in leading positions in hospitals



The graph shows the share of women in leading positions in hospitals, differentiated between independent operational areas. 2.200 hospitals and rehabilitations centers have been analyzed.

Source: PricewaterhouseCoopers. Frauen in der Gesundheitswirtschaft, Berlin 2016, p. 11.

Health insurance funds are a male domain

Health insurance funds bring up the rear with the lowest share of women in leading positions. In private as well as in compulsory health insurance funds women hold only one out of ten top positions in the managing and executive boards. In all managerial ranks women have an overall share of 12 %. With a share of 14 % women are also underrepresented in the administrative and supervisory boards.⁴

In the health insurance sector women take leading positions especially in the purchasing departments, advertising press and marketing departments, but mostly in the middle management. In the managerial level of the logistics, law, engineering and production departments the share of men is 98 % to 100 %.⁵

⁴ Compare: PricewaterhouseCoopers. Frauen in der Gesundheitswirtschaft, Berlin 2016, p. 15.

⁵ Ibidem, p. 15ff.