

Equal Opportunities Report 2025

Executive Summary

1. Equality in numbers – summary

How high is the percentage of women in WU's senior faculty? How many men graduate from WU's degree programs? And how have these figures changed over the last few years?

These and many other statistics about the gender ratios at WU are generated and published annually. Until 2018, the data were published in brochures available [in print and in PDF format](#). As of 2019, the report is now being published as an online-only version with interactive features.

The goal is to offer more visualizations of WU's data on equal opportunities and to present the statistics in interactive formats, allowing users to explore the analyzed data based on their specific interests.

[Link to data 2025 - interactive](#)

The Executive Summary offers an overview of the most important statistics and developments with regard to gender ratios among WU's academic and administrative staff and students.

The interactive elements are only available online. The Executive Summary presents the data in a non-interactive format.

FIGURE 1: **WU GENDER RATIOS IN 2025**
ACADEMIC CAREER LEVELS AND COMPLETED DEGREE PROGRAMS

Category	Percentage of women	Percentage of men
Student employees	53.5 %	46.5 %
Teaching and research associates	50.7 %	49.4 %
Assistant professors	34.2 %	65.8 %
Senior assistant professors	42.7 %	57.4 %
Associate professors	52.5 %	47.5 %
Professors	32.9 %	67.1 %

Degree	Percentage of women	Percentage of men
Bachelor's degrees awarded	44.3 %	55.7 %
Master's degrees awarded	48.2 %	51.8 %
Doctoral/Phd degrees awarded	36.8 %	63.2 %

Data source: WU Personnel Office, as of December 31, 2025, and Academic Controlling (team of the Vice-Rector for Academic Programs and Student Affairs), as of June 29, 2026

WU is committed to addressing and including all genders. For this report, the following categories were collected: female, male, and diverse. For the reporting year 2023, the raw data do not include any entries in the "diverse" category. However, statistical data only ever records legal gender status, not personal gender identity.

Important developments in 2025:

- The percentage of women in senior faculty positions (**full professors**) was 32.9% (35 FTE¹) in 2025. This represents a slight decrease compared to the previous year (2024: 34.6%). A total of three individuals were appointed in accordance with Section 98 of the Universities Act (UG), with appointments beginning in 2025; among them were one woman and two men. In the long term, there has been a positive trend among professorships, as the proportion of women has risen from 25.2% in 2018 to 32.9%.
- At the **associate professor level** the percentage of women continued to rise by about 2.5 percentage points to 52.5% (38.3 FTE), thereby exceeding the 50 percent mark for the first time.
- At the **senior assistant professor level** the downward trend of recent years continued in 2025 following a temporary recovery the previous year. The proportion of women at this career level fell by another 6 percentage points to 34.2% (8 FTE).
- Among the level of **assistant professors** (post-docs) the percentage of women rose from 40.6% to 42.7% (81.4 FTE) following a decline in the previous year.
- There has also been a positive trend among **teaching and research associates** (pre-docs). The percentage of women rose from 49.0% to 50.7% (168 FTE), exceeding the 50 percent mark for the first time in several years.
- The **percentage of women in academic staff** increased by a total of 1.3 percentage points to 45.4% (402.9 FTE).
- The number of **tenure-track positions**² has increased steadily in recent years. In 2025, a total of 72 tenure-track positions were filled, of which 34 were held by women and 38 by men. The percentage of women was 47.2%, slightly higher than the previous year's figure of 46.0%.
- A remarkable development is the increase in the percentage of women holding **leadership positions at departments, institutes, and research institutes in recent years**: In these academic leadership roles, the proportion of women rose from 24.5% in 2018 to 43.1% in 2025. The trend in the departments is particularly noteworthy: for the first time, three of the twelve departments were headed by women. The percentage of women in department leadership thus increased from 9% to 25%. The percentage of women in the leadership of research institutes has also increased significantly since 2016 – from 25% to 55.6%.

¹ Full-Time Equivalent (FTE) is a unit that indicates the workload of an employed person in a way that makes workloads comparable across various contexts. For example, one FTE equals one employee working full-time, while two employees working half-time would also equal one FTE.

² Tenure-track positions are initially fixed-term positions subject to fulfillment of a qualification agreement, which then automatically results in permanent employment.

- In leadership positions at **WU's service units** (2nd management level), the percentage of women has fluctuated between 36% and 50% since 2018 and currently stands at around 43.5%. In 2025, 10 women and 13 men held leadership positions in service units. %. At the third management level (heads of individual divisions within service units), approximately 52.8% of leadership positions are held by women.
- Among **bachelor's students**, the slow downward trend in the percentage of women in recent years is noticeable. By 2025, the percentage of women among bachelor's students had fallen slightly to 44%. Among **master's students**, the percentage of women has ranged between 48% and 50% in recent years. In 2025, it stood at 48%. Among **PhD/doctoral** students, the proportion of women was 45% in 2025.
- The fluctuations in the percentage of women among PhD/doctoral degree graduates are also striking. After peaking at 57% the previous year, the percentage of women among PhD/doctoral degree graduates fell to 37% in 2025.

Legal and copyright information:

Data source: WU Personnel Office, SAP, Academic Controlling
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