

## **ABSTRACT**

The higher education system in Germany is since 1960s undergoing a period of constant transformation. In 1960s and 1970s the university was challenged by massive expansion and demand for democratization of its internal structure. Nowadays, with insufficient funding and staffing levels most of the reforms are efficiency driven aimed at rationalization and marketization of the system affecting institutions, students and academic staff as well.

Germany has a kind of double higher education structure with universities allowed to award doctorates and habilitations and Fachhochschulen – institutions created in 1970s to provide shorter and more vocationally oriented study courses. There are 344 institutions of higher education, both public and private with about 1.800.000 students, majority if them being men.

Women entered higher education in Germany only at beginning of 20<sup>th</sup> century and up to now their proportion at every hierarchy level within academia falls under European average. Even so, they are mainly clustered in lower positions with less than 10% occupying top rank positions and horizontally segregated between art and humanities on one side and engineering, natural sciences and medicine on the other. The problem of promotion of women in higher education and science has been receiving considerable attention in last two decades and we witness rather unprecedented increase of women at all career stages though in absolute numbers still few women are involved.