

Summaries

Claudia Batisweiler: *Gender relations and policies of gender equality in German universities*

Women hardly participate in higher academic positions at German universities: In 2000 nearly as many women as men got a first academic degree, but 90 per cent of the professorships were held by men. In the 1990s the German federal governments established equal opportunity officers and some affirmative action programs by university laws. But despite these efforts the state shrank from taking action for a radical change to equal treatment of women and men. The participation of women increased only little. Meanwhile the state already pulls back from its active role. Instead of state regulation the future universities shall be controlled by economic principles and competition with each other. The policy of gender equality actually changes to a concept of the European Union, called 'gender mainstreaming'. That means more rhetorical programmatic – probably of even less binding nature than before. The article discusses the prerequisite, development and the different strategies of policies of gender equality.

Heike Kahlert: *Task for the Future: Gender Democracy – Affirmative Action Policy as Contribution to University Development*

The production and preservation of 'gender democracy' – putting gender equality into action in a political process by women and men – belongs to the big challenges of the new millennium. The system of (higher) education is an important location to practise this task. The author describes the development of affirmative action policy in the former GDR and in (the old and new) Germany from the 1970th to the present, reflects on the critiques of 'traditional' affirmative action policy and discusses the new politics of 'gender mainstreaming' with regard to the (German) system of higher education. Finally the author shows why (German) universities can only gain from putting gender democracy on their organizational agenda.

Özgün Akduran: *Common studies – separate careers Female students in Turkey*

This study contains interviews which are made with 10 female students currently studying social and natural sciences in Istanbul University. The aim is to observe how they are affected by the consequences of discriminative reflections and practices which are based on gender differences, on the strategies of female students against it and showing the private and public realities which they experience in their daily lives.

Elke M. Geenen: *Female careers and their interpretation in scientific fields*

Which consequences do the fights in scientific fields have on the chances of women to work their way up? This contribution is based on qualitative examinations of the career courses in scientific fields. Qualification phases were taken into account beginning with university education of students up to habilitation. The chances to reach power rich positions are more unfavourable for women because they hardly have a field of compatible habitus (Bourdieu). The fight for promising positions therefore requires more effort. This effort is recognized but the cause is not understood. This makes it understandable why position owners equipped with definition power in scientific field rather attribute women as hard-working and painstaking than as gifted with creativity. In turn abilities are ascribed gender-specifically.

Dagmar Höppel: *Science and Research – no place for women?*

Women constitute meanwhile half the undergraduate population in higher education. However, there must be a leaking pipeline; there is a continuous drop in the numbers of women at each level of the academic ladder and many highly trained women are lost to science. During the last decade affirmative action has taken place in German universities to increase the number of female researchers and students. Did all these institutional measures, laws and orders achieve their aim? The results are embarrassing: the number of female professors has arised to not even 8 % of full professors. The article shows on the one hand why the measures could not be successful. On the other hand the article will introduce in the new inputs by the European Union (Gender Mainstreaming) and present first steps to more gender equity and fairness.

Jutta Wolfrum: *Living and working as a foreigner in the country of one's own choice*

The author portrays her life experiences and work situation in Greece, where she has been living, working and researching for two and a half years. Her position as DAAD guest lecturer at a Greek University has led her to reconsider the role of the foreigner/outsider in intra- and inter-university contexts. She shows how her own thinking and behaviour have been changing abroad and describes her personal as well as the general situation of female academicians in Greece.

Barbara Pusch: *Female scientists from Germany and Austria in Turkey*

This article discusses the situation of German and Austrian scholars in modern Turkey. A description of the job situation of six German-speaking scientists informs us about the very heterogeneous working

experiences and career possibilities of foreign scholars in Turkey. While one woman was able to have a successful career at a Turkish university two other academics became victims of a „plot“. The article concludes that only women with a relationship to a Turkish man tend to stay in Turkey in the long term and make an academic career.

Brigitte Lichtenberger-Frenz, Doris Ingrisch: *"Discreetly judged differently...": On the historical localisation of women's careers in science, the example of Austria in the 20th century*

Only with the student movement of 1968, women's liberation movement together with increasing modernisation of the society in the 1970s did women scientists begin feminist research, women's and gender studies. This development led to changes in the overall parameters of social sciences and cultural studies. Political measures of universities, programs for promoting women scientists and equal chances acts for employing women in academia have been helping women's scientific careers. Despite the fact that women with academic careers have become widespread and normal, the younger generation of women scientists who began their academic careers in the late 1980s have, nevertheless, to struggle individually mainly because of the economic restrictions and conditions.

Çiğdem Gür: *Women Academics in Turkish and German Universities: A comparison*

In German universities similar to the whole of west European region, women share too little of the professorial positions. As the study of European Technology Assessment Network (ETAN) shows, whose results have been available since February 2000, Turkey with 21,5% has the highest rate of women with top professorial positions (USA 13,8%, United Kingdom 8,5%, Germany 5,9%). In 2001 their share increased to 24,77 %. The author discusses the factors contributing and influencing women's access to such higher university positions in Turkey; women's entry into science as a profession and their promotion to professorial positions.

María de Jesús Serrano Salas: *The integration of a professional woman into Mexican higher educational system*

Serrano describes the traditional occupational choices of Mexican women and on the basis of her own experiences portrays how the social environment reacted to her choices for studying engineering and achieving an academic career, which was an ordeal of bias and discrimination, but still a personal goal which she achieved.

Esperanza Medina de Miranda, Maria Flores: *"I became what I am"*

Esperanza Medina de Miranda, chemical engineer and mother of three children tells in an interview with Maria Flores her story of studying and becoming a lecturer at the Universidad Nacional de San Agustín in Peru. She portrays her private and public struggles with patriarchy at the university and her success and support from family and friends, as well as her motivation to continue the struggles for the younger generation of students.

Polymnia Zagefka: *Female academics and the academic market. A comparative study*

This is an interim report concerning a comparative study about "academic work" in general. It contains several separated studies.

One of these is about two french pedagogical instituts, one for male other for female students. The second one concerns the "academic market" of the faculty of sociology of education with the main focus on the fluctuation in this faculty. The last one investigates the procedures of scientific and medical researchers and their representation with regard to a new scientific discovery. The results of these three studies will be brought in connection with a comparative study about female academics in France and in Mexico.