

## Foreword

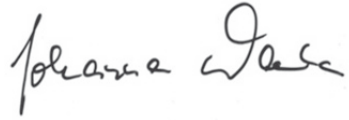
Germany and South Africa have cooperated closely on science and technology for almost 20 years. We have recognized this excellent cooperation and jointly publicized results and perspectives for the future in the course of the German-South African Year of Science. One important topic has been the role of women in science in both countries coupled with the issue of greater gender equality. This topic was discussed in detail at the Women in Science conference held at the Kiel University of Applied Sciences. This volume sets out the results of the conference.

A great deal has been done over the last twenty years to enhance equal opportunities in education and research. Women today have outstanding qualifications and almost half of all doctorates awarded in Germany and South Africa are granted to women. The proportion of women holding professorships has risen continuously over the past ten years, and in Germany their share has even doubled. And yet women in both countries continue to be underrepresented at the very top of the science system.

For this reason, Germany and South Africa have both launched numerous initiatives to enable more women to enter top positions in science. We cannot afford to do without women's talents. Gender equality must be an integral part of education and research policy. In particular, the Programme for Women Professors, which is jointly funded by the Federal Government and the *Länder*, has helped German universities to make a breakthrough in this area, and is making a considerable contribution to developing the profile of German universities.

I very much welcome the fact that these conference proceedings not only present the latest empirical findings about women in science but combine these with discussion of recommendations on the approaches that can be taken by young female scientists. This book is therefore aimed not only at a specialist scientific audience but in particular also at young women scientists in Germany and South Africa.

I would be very happy if many young women made use of these gender research findings to shape their own successful careers in science.

A handwritten signature in black ink, appearing to read 'Johanna Wanka', written in a cursive style.

Prof. Dr. Johanna Wanka  
Federal Minister of Education and Science

Paths to Career and Success for Women in Science

Findings from International Research

Thege, B.; Popescu-Willigmann, S.; Pioch, R.;

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