

# GENDER ISSUES AT GERMAN SCHOOLS

## Teaching is female, leading not so much

### Historical Background

**19th & long time in the 20th century:** teaching profession is a male domain - women were only allowed in municipal or private girls' schools

**Today:** teaching is a female-dominated profession

**Preconditions:** Efforts and changes in politics and society to enable girls and women equal participation in higher education, academic training institutions and the professional field of schooling.

**Leading positions:** even at private girl schools with female teachers leading positions were in male hands, today 54% of all headmasters are female.

(Zymek/Heinemann 2020; Cramer et al. 2020)

### Who is teaching?

#### LESSONS

##### Primary Schools:

88% lessons are given by women

##### Grammar Schools:

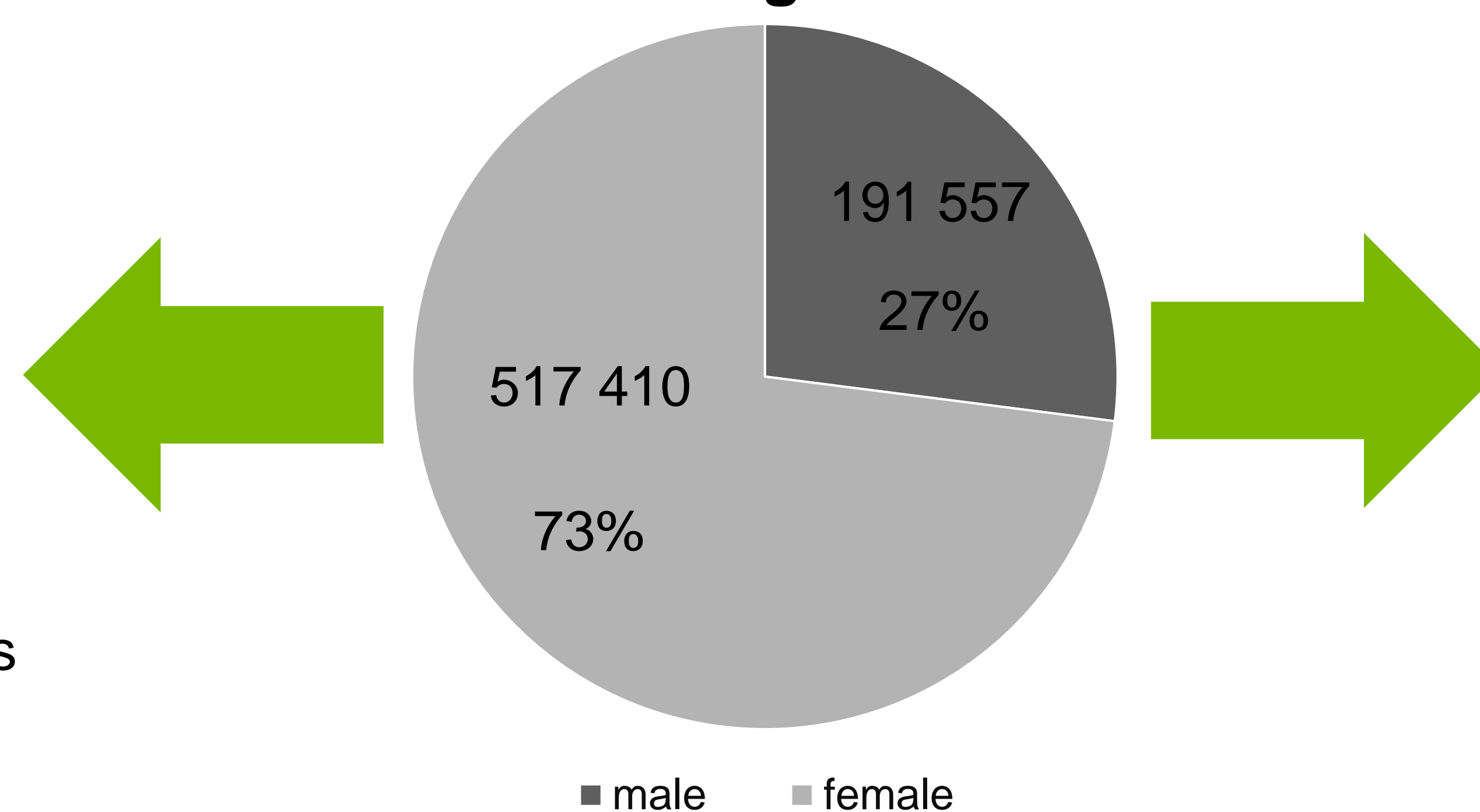
57% lessons are given by women

##### Working Conditions:

42% of all female teachers are working part-time

(Cramer et.al 2020; Destatis 2022)

#### Teaching Persons



#### QUALIFICATIONS

##### Primary Schools:

8% of teachers for primary schools are male

16% school headmasters are male

##### Grammar Schools:

39% of teachers for upper secondary schools are male

59% of school headmasters are male

### Questions and Thoughts:

Can we still complain a Gender Gap in leading positions?

Why are there so few male teachers at primary schools?

Is society represented properly among teachers?

Which other diversity issues can be discussed?

What pulls women into primary schools?

### References:

Cramer, C., Pietsch M.; Tulowitzki, P.; Groß Ophoff, J.: Leadership in German Schools (LineS2020). DOI: 10.17605/OSF.IO/GNCFU

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Zymek, B.; Heinemann, U. (2020): Konjunkturen des Lehrerberbeitsmarkts und der Beschäftigungschancen von Frauen vom 19. Jahrhundert bis heute. [Conjunctures of the Teacher Labour Market and Women's Employment Opportunities from the 19th Century to the Present.] In: Die deutsche Schule (112), S. 364–380. DOI: 10.25656/01:21951.

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