

Göttingen, 14.10.2024

Foreign Female Academics in Law for the German Labor Market

- Ausländische Wissenschaftlerinnen im Rechtswissenschaft für den deutschen Arbeitsmarkt -

About the project

Research shows that highly skilled migrant women often find themselves in poor-quality jobs or remain unemployed. In the legal profession, migrant women face significant obstacles, including gender discrimination, limited access to mentoring opportunities, underrepresentation in leadership roles, and cultural and language barriers. These challenges are often heightened in Germany, where the job market for foreign lawyers is further restricted by the requirement to pass state exams, frequently leading to employment below their qualifications or, more commonly, to unemployment.

Qualified migrant women graduated from Master's and Doctoral programs at the Faculty of Law of the University of Göttingen often have valuable experience as lawyers, judges, prosecutors, public servants, professors, and researchers in their home countries that could enrich the German labor market.

Master's programs offered by the Law Faculty have attracted and increased the number of foreign students in the last years, being women the majority group (about 66%). The Faculty of Law has also welcomed students with refugee status since 2015, who cannot return to their origin countries and, after graduation, have been struggling to insert into the German labor market. Hence, to avoid highly qualified migrant women in Law working below their skill levels or being unemployed, orientation and preparation are needed at the Faculty of Law. This project aims to offer tailored guidance on career development opportunities in the legal field for current foreign master's students, PhD candidates, postdocs, and alumni.

'Foreign Female Academics in Law for the German Labor Market' aims to complement the existing career promotion programs at the University of Göttingen by focusing on the needs and unique profiles of professionals and researchers in the legal field. Through this project, specialized information sessions, hybrid meetings, and coaching sessions will be conducted to equip highly qualified foreign female graduates from the Faculty of Law to explore further opportunities for research career development.

This project, supported by the [Professorinnenprogramm](#) at the Faculty of Law, will help address gender inequalities by equipping highly qualified women with the knowledge and

network needed to advance their careers. It will help facilitate the integration of foreign female scholars into the German labor market and society.

Finally, the project aligns with the gender equality policies of the University of Göttingen, the BMBF's Female Professors Program, the Skilled Worker Initiative of Lower Saxony (Start Guides: Career Beginnings for International Students and Graduates), and the program on Women and Migration from the Ministry of Labor, Health, Social Affairs and Gender Equality of Lower Saxony.

Aim

The project aims to support the professional development of women from diverse international backgrounds in the legal field, who are studying or have graduated from LL.M and Doctoral programs at the Faculty of Law at the University of Göttingen. It will offer them tailored guidance on career development opportunities, networking resources, and relevant resources for foreign scholars in the legal field entering the German job market.

Activities

On-site and online activities, such as short training sessions, webinars, coaching sessions, and a final networking meeting are envisaged in the winter semester 2024-2025.

- Kick-off meeting (November 2024).
- Training I: Academic Career in Germany (November 2024).
- Meeting with female role models in Law (a professor, a judge, and/or a practicing attorney.) (December 2025).
- Training II: Career development in the legal sector for foreign lawyers in Germany (January 2025).
- Training III: Jobs in International Organizations (February 2025).
- Coaching Sessions (individual or in group).
- Networking meeting (March 2025).
- Wrap-up meeting (March 2025).

Note: The exact dates and locations will be informed via email to the registered participants. Please note that the University of Göttingen will not provide any funding to attend on-site activities.

Target audience

Foreign women who graduated from or are currently enrolled in LL.M or Doctoral programs in the Faculty of Law at the University of Göttingen and who intend to pursue a professional career in Germany.

How to apply

If you are interested in participating in the project's activities, please fill out and submit the Application Form (download it here) and send it to y.pacheco@jura.uni-goettingen.de.

Registration is free. By submitting this form, you confirm that you have read and accepted our [Privacy Policy](#).

Contact

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For online or in-person appointments, please send an email in advance.