

Women and Men in Germany



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth



Women and Men in Germany

Dear Reader,



Our guiding principle in gender equality policy is that women can do anything – a straightforward statement of fact. After all, we have achieved a lot in terms of gender equality in Germany.

In recent years, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) invested extensively in good childcare and greater reconciliation of family and work, set up the Violence against Women hotline for women affected by violence, established legal transparency measures regarding remuneration, and, with the help of the binding quota, increased the proportion of women on supervisory boards. For the first time in its history, the Federal Government has adopted a gender equality strategy to which all ministries are committed. We can be proud of all these important steps.

But there is still a lot to do. Ultimately, the statement “women can do anything” is also a call to action. The COVID-19 pandemic has illustrated even more clearly the areas we need to tackle: women are bearing the brunt of the crisis not only in caring professions, but also by taking on unpaid care work. The pay gap between women and men remains consistently high at 20 per cent. And one in three women in Germany experiences physical or sexualised violence in her life.

This brochure shows you where we stand in terms of gender equality in Germany. You will learn about what specific measures we are taking to combat existing inequalities from the expansion of day care facilities to the Stronger than Violence (*Stärker als Gewalt*) initiative.

Join us for a look at the milestones of equal rights in Germany – such as women's right to vote. These successes are an incentive to fight for further progress.

If we want women to be able to reach their full potential, the right framework conditions need to be in place – and that is all the more so in times of crisis. That is why we are using the German Presidency of the Council of the EU 2020 to focus on issues of gender equality – so that women really can do anything.

With kind regards

A handwritten signature in black ink, reading "Dr. Franziska Giffey". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

Dr. Franziska Giffey
Federal Minister for Family Affairs, Senior Citizens,
Women and Youth

01

Work and income

Working time models in Germany	15
Career choices	17
Gender pay gap	18
Gender pension gap	19
The Transparency in Wage Structures Act	20
The programme Career Change – Men and women in early childhood education and care (ECEC)	21

02

Unpaid care work

Care work	25
Project Gender Care Gap	27
Parental Allowance Plus	27
Good Day Care Facilities Act	28
Strong Families Act	29

03

Sexism and violence against women

Protection against violence	33
The initiative Stronger than Violence	35
Violence against Women support hotline	36
Networking agencies	36
Protecting men from violence	37
Dialogue Forums on Sexism	38
Better together – Getting men involved	38

04

Business and politics

Proportion of women in parliaments 43

Women in executive positions in the private sector 44

Public service and government 45

Equal right to leadership positions 46

05

Education, academia, the arts and history

School 51

Higher education and training 51

Academia 52

Cliché-free career choices 53

History of the women's movement 54

Media and cinema 54

Gender Equality Milestones in Germany



Luise Otto-Peters and other women establish the **German Association of Female Citizens** in Leipzig. Among other things, they demand educational opportunities for women, a right to work and free choice of profession.

The new **Imperial Associations Act** (*Reichsvereinsgesetz*) allows women to join political associations.

On 23 May, the Basic Law of the Federal Republic of Germany comes into force. Since then, the first sentence of Article 3 (2) has read: "**Men and women shall have equal rights.**"

1865

The first **workers' protection law for women** is passed. It prohibits women working underground and introduces the eleven-hour day for women and four weeks of paid rest after childbirth.

1891

1901

Baden is the first state where **girls can attend boys' secondary schools** and enrol in higher education under the same conditions as men.

1908

1918



On 30 November, women are granted the **right to vote and stand for election.**

1949



1957

The Bundestag passes the Act on Equal Rights for Men and Women, the so-called **Equal Rights Act**. In the field of civil law, family law in particular is changing. The regulations enter into force on 1 July 1958.

1972



Annemarie Renger (SPD) becomes the first female President of the Bundestag.

1974

The Fifth Criminal Law Reform Act makes **abortion** in the first 12 weeks exempt from punishment.

1977

The First Matrimonial Law Reform Act **does away with the legally prescribed division of responsibilities in marriage**. Women no longer need the permission of their husbands to pursue a profession.

1985

Employment Promotion Act: provides easier access to retraining and further training for women who have temporarily left the labour force to raise children. Part-time work is covered by labour law in the same way as full-time work.

1991

The Federal Constitutional Court decides that women may keep their **birth name after marriage**.

1993



Heide Simonis (SPD) becomes the **first female premier of a federal state (Land)**. She governs Schleswig-Holstein until 2004.

The revised Section 177 of the German Criminal Code comes into force, **making rape within marriage a punishable offence.**

In order to protect women, perpetrators can be removed from the shared home under the **Protection against Violence Act**. The law also makes court orders such as non-contact and restraining orders possible.



The **General Equal Treatment Act** comes into force and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth establishes the **Federal Anti-Discrimination Agency**.

The **Violence against Women support hotline** enables affected women to obtain anonymous, competent and accessible advice at any time.

1994

The **principle of equality** in Article 3 (2) of the Basic Law is supplemented: "The state shall promote the actual **implementation of equal rights** for women and men and take steps to **eliminate disadvantages** that now exist."

1997

2002

2005

Angela Merkel (CDU) becomes the **first female Chancellor of Germany**.



2006

2007

On 26 September 2007, the Federal Cabinet adopts the **Second Action Plan to Combat Violence against Women**. Its goal is to provide sustainable protection for women against violence in all areas of life.

2013

2015

The Act on the Equal Participation of Women and Men in **Leadership Positions** in the Private Sector and the Public Sector enters into force. It aims to significantly increase the proportion of women in leadership positions.

2016



The Bundestag decides to **tighten Section 177 of the German Criminal Code**. Under the new law, an act is also considered to be sexual assault or rape if the perpetrator has disregarded the apparent will of the victim – who, for example, clearly says “No”.

2017

The **Transparency in Wage Structures Act** comes into force. Among other things, it provides an individual right to information for employees.



2019

Brandenburg is the first federal state to pass a **parity law** when drawing up state election lists.

2020

A law introducing **temporary part-time work** (*Brückenteilzeit*) comes into effect at the beginning of the year. It allows for temporary part-time work with a right to return to the previous working hours.

The Federal Government has set itself nine goals for equality in various areas of society in its **Gender Equality Strategy** and shows what specific measures it intends to use to achieve these goals. You can find out more here:

www.gleichstellungsstrategie.de/rgs-de/downloads

A woman with dark, curly hair and a warm smile, wearing a vibrant red button-down shirt, is engaged in a conversation with a man whose back is to the camera. The man is wearing a light blue button-down shirt. They appear to be in a professional or collaborative setting, possibly an office or meeting room, with a blurred background suggesting a window and indoor plants. The overall mood is positive and professional.

01

Work and
income



How do people work
in Germany?

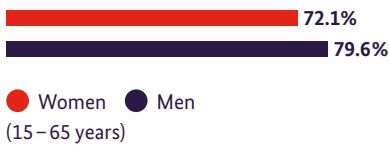
What are the links
between gender, career
choice and income?

What is the situation in
Germany regarding the
gender pay gap?

We provide you with figures and show
what the Federal Government is doing
to ensure equal conditions with regards
to work and income.

Working time models in Germany – full-time, part-time and mini jobs

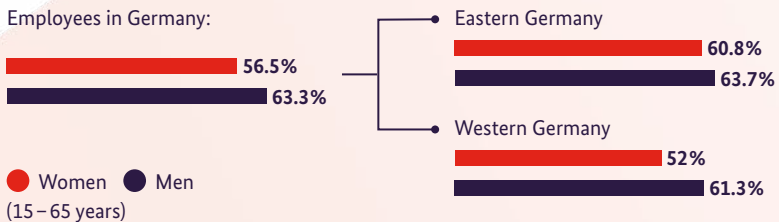
How many women and men work?



Source: Microcensus 2018, Federal Statistical Office

Every person who pursues a professional activity, is employed or has an employment contract, or is self-employed is considered to be economically active.

How many people are in employment in Germany?



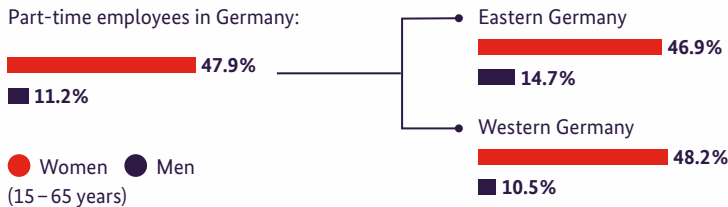
Source: Microcensus 2018, Federal Statistical Office

Workers who are subject to the statutory health and pension insurance scheme or are employed under the Third Social Code (SGB III) are regarded as employees.¹

¹ Employment statistics of the Federal Employment Agency

Who works part-time?

In Germany, it is still mainly women who work part-time. In the German federal states (*Länder*), the rate of women working part-time in 2018 ranged from 43.8 to 51.6 per cent, and that of men from 8.9 to 23.6 per cent. Employed women and men who are subject to social insurance contributions and work less than the standard working hours stipulated in collective agreements or company-based agreements are considered to be part-time workers.



Source: Microcensus 2018, Federal Statistical Office

How many people have a mini job?

Many people in Germany earn up to 450 euros per month in additional income by doing a so called mini job. Among the age group of 30- to 54-year-olds, 10.7 per cent of women and 3.1 per cent of men worked in mini jobs in 2018. The proportion of women with a mini job ranged from four to 14.1 per cent in the different *Länder*. For men, it was between 2.3 and 5.2 per cent.

How many parents with small children work?

In 2018, about one third (36.3%) of mothers with at least one child under the age of three went to work and looked after their children. And what about fathers? Of the fathers, it was 88.6 per cent who went to work if they had at least one child under three years of age. The rate varied between the different *Länder* – from 32.4 to 51.8 per cent for mothers and 82.9 to 93.2 per cent for fathers.

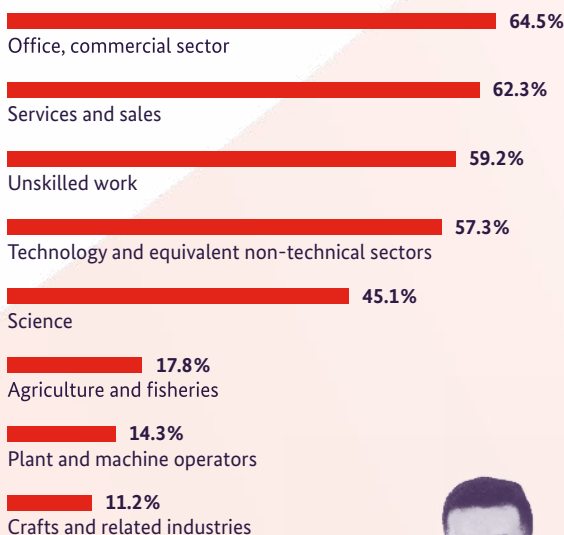
How many people are unemployed?

People do not always find work immediately following a change of jobs, termination of employment or when starting out in working life. Five per cent of women and 5.4 per cent of men in Germany were unemployed in 2018. For 36 per cent of unemployed women and 33.7 per cent of unemployed men, unemployment lasted longer than a year.

Career choices of women and men

In 2018, a particularly large number of women – and correspondingly few men – worked in office and service occupations as well as in the commercial sector. In skilled crafts and the trades sector, in manufacturing and in agriculture, it was the other way around. Here, women accounted for between 11.2 per cent (crafts and trades) and 17.8 per cent (agriculture) of the workforce. How have the figures developed over time? While the proportion of women in crafts and in the trade sector in 2018 remained roughly the same compared to 1992, fewer women worked in manufacturing in 2018. In 1992, the figure was 18.3 per cent, and in 2018 it was only 14.3 per cent.

Proportion of women by occupational field



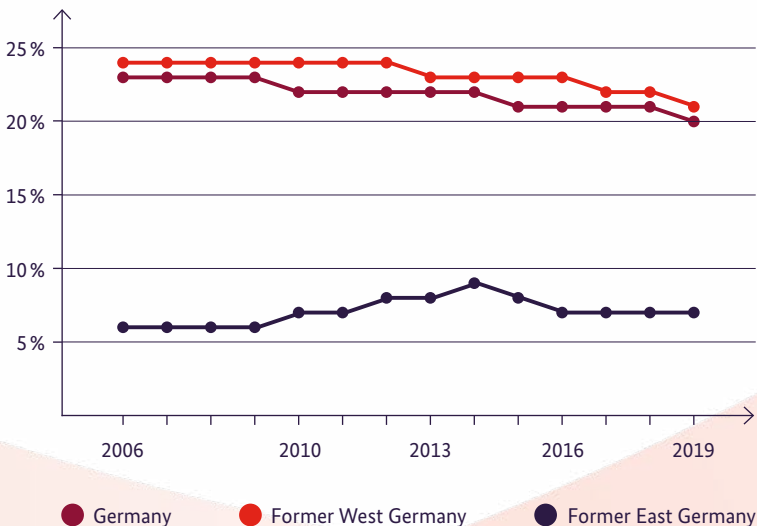
Source: Microcensus 2018, Federal Statistical Office



The gender pay gap – closing the wage gap

The gender pay gap shows the wage gap between women and men in Germany. In 2019, it was at exactly 20 per cent for the first time.² The fact that the figure has been similarly high for many years shows that there is still a lot to be done in terms of gender equality. But why does the gender pay gap exist? Although the reasons are complex, a few stand out. Women tend to choose different types of jobs from men, and occupations in which many women work are usually less well-paid. Women are also less likely to work in leadership positions. They interrupt their working life more often for their families and they work part-time for longer periods. The lack of transparency in pay structures and the possible discrimination in the determination of pay can also contribute to the gender pay gap.

The comparison between 2006 and 2019 shows the gender pay gap closing only slowly.



Source: www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html

² Destatis 2020

In eastern Germany, for example, it is much lower at seven per cent than in western Germany (21 per cent).³ This is partly due to the fact that women in eastern Germany are more likely to work full-time and in the private sector more often in leadership positions. And they are more likely to work in higher-paid jobs in industry and manufacturing. In addition, the wages and salaries of women in eastern Germany are on average 17 per cent lower. Steps being taken by the Federal Government to ensure equal pay for women and men include:

- the introduction of the statutory minimum wage throughout Germany
- the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors (*FüPoG*)
- new rules on Caregiver and Family Caregiver Leave (*Pflege- und Familienpflegezeit*)
- better reconciliation of family and work through Parental Allowance Plus (*ElterngeldPlus*)
- the right to work part-time for a limited period (temporary part-time work / *Brückenteilzeit*)
- the Transparency in Wage Structures Act
- qualified and expanded day childcare

The gender pension gap – the wage gap is also noticeable in old age

Those earning little and working shorter hours will notice this after their retirement as well. This is why there are also major differences between women and men in terms of retirement provision. In 2015, the gender pension gap was 53 per cent. This means that women's own income from old-age provision was less than half that of men. Similar to the gender pay gap, there are big differences between eastern and western Germany from 28 per cent (eastern Germany) to 58 per cent (western Germany). However, the current gender pension gap is based on the employment history of women and men whose working lives predominantly began at a time when more traditional partnership models were considerably more widespread than today.

³ Destatis 2020

Measures

Measures the Federal Government is taking in the area of work and income:

→ Let's talk about money – the Transparency in Wage Structures Act

Do you know how much you earn compared to colleagues who do the same or equivalent work? Since 2017, you can find out through the Transparency in Wage Structures Act. All you have to do is submit a request for information. The transparent look at salaries is intended to help identify and eliminate disadvantages between women and men in terms of salary, and thus enforce transparent and performance-related remuneration.

Equal pay for equal work or work of equal value

The Transparency in Wage Structures Act sets the course for the implementation of equal pay for women and men at several levels. The aim of the law is to implement the principle of equal pay for equal work and work of equal value. One of the reasons for pay inequality in Germany are the many non-transparent pay systems and regulations. This can lead to unwanted and unintended inequalities in pay between women and men. In order to enforce transparency of remuneration, the law works with the following provisions:

- Employees in establishments with more than 200 employees are entitled to receive information about their salary and the salary of a comparable group.
- Companies with more than 500 employees are called upon to systematically review their pay structures for disparities in the remuneration of women and men.
- Companies with more than 500 employees⁴ must report on how they promote equality and equal pay for women and men.

⁴Applies to companies subject to management reporting.

→ Here we come! The programme Career Change – Men and Women in early childhood education and care (ECEC) (*Quereinstieg – Männer und Frauen in Kitas*)

There are many reasons why people give their lives a new direction by changing their profession. The ECEC programme promoted the testing and development of remunerated, adult-oriented and gender-sensitive training formats for career changers interested in working in childcare. A secure income is the prerequisite for lifelong vocational learning. Regardless of the types of jobs people did before, they once more took charge of their professional careers and were able to qualify as state-approved early childhood educators.

For information on (lateral) entry into the early childhood education profession, go to <https://fachkraefteoffensive.fruehe-chancen.de/wege-in-den-beruf/>

Almost 34 million euros from the European Social Fund have been made available for the ECEC programme between 2015 and 2020.

Source: www.euroakademie.de/magazin/eu-projekt-quereinstieg



02

Unpaid
care work





Every day, women provide an average of 87 minutes more unpaid care work than men.

What are the consequences for the working lives of women and men?

And how can an equal sharing of work and family life succeed?

Distributing care work fairly

Various indicators highlight the state of gender equality in Germany. The gender care gap shows how much more time women spend on unpaid care work compared to men. This includes activities for the family, care and domestic work or voluntary work – for which no income is earned. The new indicator was developed in the Federal Government's Second Gender Equality Report.

What the Gender Care Gap means for working life

Every day, women spend on average four hours and 13 minutes on unpaid care work (including travel time). Among men, it is two hours and 46 minutes. This corresponds to a gender care gap of 52.4 per cent. What does this mean for the working lives of women and men? Since they spend more time on unpaid care work, women have less time for paid work. This has an effect on their financial independence in their life course and their financial security in old age. Sharing care work fairly can lead to equal opportunities for women and men in working life.

You can find out more here: www.bmfsfj.de/gendercaregap

**During the COVID-19 pandemic, women and men
reported spending**

0.5 hours

more time in the household and just under

**2.5 hours more time
with their children.**



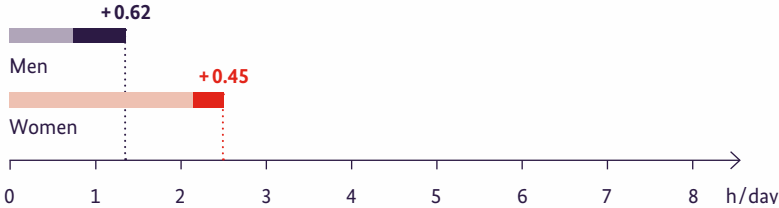
Source: DWI/SOEP/Uni Bielefeld

COVID-19, domestic work and family

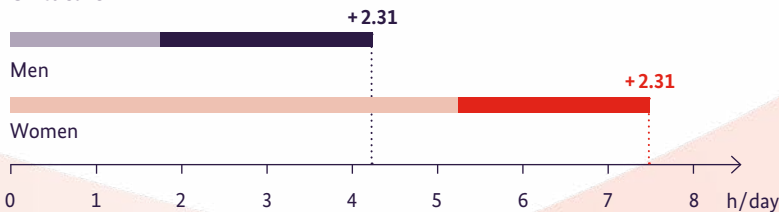
Due to the contact and lockdown restrictions during the COVID-19 pandemic, the distribution of domestic work and family commitments between women and men made headlines. In April, women and men stated that they spent about half an hour more per day on household tasks and just under two and a half hours more on their children. Even if the additional work seems to be distributed more or less equally, the gender care gap remains for the time being. This is shown by a study of the Socio-Economic Panel with the German Institute for Economic Research and the University of Bielefeld.

More care work for both genders during the lockdown

Housework



Childcare



Source: DWI/SOEP/Uni Bielefeld

Measures

The Federal Government is taking the following steps in the area of care work and gender equality:

→ Distributing unpaid care work fairly – the project Gender Care Gap

How can paid work and unpaid care work be shared out equally between women and men? The project Gender Care Gap, initiated by the Federal Ministry for Family Affairs, addresses precisely this question. The European Union supports the project in the context of the Rights, Equality and Citizenship Programme 2014–2020. It follows on from the findings of the Federal Government's Second Gender Equality Report.

The main objective of the project is to further develop policy measures on unpaid care work. For this purpose, research was carried out to examine what causes the gender care gap in Germany and at the same time to gather information on possible actions suitable to reducing the gender care gap.

The results are available in a research report.

The alliance established in the project can also be a strong source of ideas for reducing the gender care gap. It brings together initiatives that are committed to a fair distribution of care work. In this way, the general public is to be made aware of the lack of appreciation and unfair distribution. The alliance also wants to provide impetus for reducing the gender care gap.

Do you want to learn more? For the research report, go to www.gleichstellungsbericht.de/de/topic/10.english.html.

→ Returning to work earlier with Parental Allowance Plus (*ElterngeldPlus*)

Parental Allowance Plus helps to better balance family and career. In particular, it recognises the plans of parents who want to return to part-time work while receiving Parental Allowance. Mothers and fathers thus have the option of receiving Parental Allowance for twice as long as with the basic Parental Allowance. This is because one month of basic Parental Allowance corresponds to two months of Parental Allowance Plus.



1.2 million

children are entitled to
non-contributory day care.

→ Good day care is decided locally – Good Day Care Facilities Act (*Gute-KiTa-Gesetz*)

Since 2019, the Good Day Care Facilities Act has been boosting the quality of day care for children. It ensures that all early childhood educators can further develop their professional skills and it reduces the financial burden on parents. In short, it is the toolbox for better childcare in Germany. The Federal Government is making a package of 5.5 billion euros to the federal states (*Länder*) available until 2022. It is up to each federal state to decide how the money is used and where adjustments leading to good child day care centres are needed the most. All 16 *Länder* have agreed to this in individual contracts with the Federal Government

How to achieve good childcare for all

Every family should be able to afford good childcare. For this reason, the Good Day Care Facilities Act has exempted even more families from paying fees since 1 August 2019. This applies to those who receive social benefits and to families with low incomes, for example, those receiving child supplement (*Kinderzuschlag*) or a housing allowance (*Wohngeld*). In addition, parental contributions must be scaled nationwide, for example according to income, number of children entitled to child benefit and daily childcare hours.

→ Supporting families with low incomes – the Strong Families Act (*Starke-Familien-Gesetz*)

A family's income is not always enough to cover the family's needs. With the Strong Families Act, the Federal Ministry for Family Affairs supports families who have little to live on despite being economically active. It is designed to better protect them against poverty, to cover the children's needs and to ensure that working is worthwhile even on low incomes.

In 2019 and early 2020, the Strong Families Act reformed the child supplement and improved benefits for education and participation. Both strengthened families and especially their children. Who benefits from child supplement? Parents who earn enough for themselves, but whose income is not enough or only just enough for the family.

You can find out more here:

<https://www.bmfsfj.de/bmfsfj/meta/en/families>

” **The Strong Families Act makes everyday life easier for children from families with lower and middle incomes because they receive a child supplement in addition to child benefits.** “

Federal Minister for Family Affairs Dr. Franziska Giffey

Source: www.bmfsfj.de/statement-starke-familien-gesetz

A photograph of a paved sidewalk with a grid pattern. A long, dark shadow of a person and a car is cast across the pavement from the top left towards the bottom right. The person's legs and feet in sneakers are visible at the top left. The car's rear end is visible on the right. The shadow is very long and dark, suggesting a low sun position. There are some small pieces of trash or leaves scattered on the pavement.

03

**Sexism
and violence
against women**



One in every three women in Germany experiences physical or sexual violence at least once in her lifetime, and often both.

In 2017, the #MeToo debate contributed, among other things, to a greater public debate on sexism and violence against women.

What is currently being done to better protect women in particular, but also men?

Germany is setting up a support network to protect women from violence

More than 80 per cent of the victims of violence in relationships are women. This is shown by the annual evaluation of the police-recorded crime statistics. Very often violence against women is committed by current or former intimate partners. To better protect women from violence, the *Länder* have set up a nationwide network of support services. But there is still much to do.

Measures

The Federal Government is taking the following steps in the area of sexism and violence against women:

→ Over 350 women's shelters

In Germany, there are many places where women who have experienced violence and their children may find refuge. More than 350 women's shelters and over 40 shelters or refuge apartments with more than 6,000 places are available. There are also 750 specialist counselling centres for violence against women.

→ The programmes

The Federal Ministry for Family Affairs is committed to protecting women and their children from violence. For instance, this is done through the action programme Against Violence against Women (*Gegen Gewalt an Frauen*) and its nationwide counterpart, Together against Violence towards Women (*Gemeinsam gegen Gewalt an Frauen*). Both programmes are committed to the prevention and the support of women affected by violence and their children. Among other things, this includes the expansion of support services for women affected by violence and their children. The aim is for the services to reach all women seeking help. Innovative housing and protection models are also being funded.

The Federal Government is investing

135 million euros

in the programme **Together against**

Violence towards Women.



→ The model projects

In order to make help more effective and to reach all women affected by violence as well as their social environment, the Federal Ministry for Family Affairs supports model projects. They work in a particularly innovative way, train specialists and further develop counselling services. Those who have found it difficult to get help so far are to benefit from this. This includes, for example, women with physical disabilities or women living in rural areas. The Federal Government intends to provide a financial package of 135 million euros for this purpose from 2020 to 2023.

→ The round table

In order to expand and financially secure the work of women's shelters and community help and support organisations, there is the round table Together against Violence towards Women, which was launched in 2018. This is where the Federal Government, the *Länder* and local governments come together to discuss how the services of women's shelters and women's counselling centres can be expanded and financially secured. The round table is therefore an important component of the action programme Together against Violence towards Women.

→ The initiative Stronger than Violence

The initiative Stronger than Violence was launched in November 2019. As part of the nationwide action programme Together against Violence towards Women, it is committed to ensuring that more women and men find the courage to seek help when they are affected by physical, sexual, psychological or digital violence. The campaign also aims to get more people in the social environment to help those affected. Those affected can find help and advice all over Germany on the website www.staerker-als-gewalt.de. The portal provides information and shows where those affected can find help and advice. The initiative also brings together partner organisations, social stakeholders, companies and private individuals in campaigns to raise awareness and to educate society.

The campaign Not safe at home? (*Zuhause nicht sicher?*) of the Stronger than Violence initiative

Many people are suffering from the restrictions currently in place due to the COVID-19 pandemic. When fears, worries and conflicts escalate, the risk of domestic violence can also increase. In this situation it is important to find new ways to support people who are affected by domestic violence or who have noticed something in their social environment.

This is precisely where the nationwide campaign Not safe at home? comes in. It started in large supermarket chains on 29 April 2020.

In thousands of supermarkets, posters informing about help services for domestic violence were displayed. The information was also printed on product labels, such as milk bottles, or on receipts. Meanwhile, the campaign has been expanded. Everyone can join in in combating violence. Companies, administrations, associations or private individuals who want to support the campaign will find the poster template online and can display the posters wherever they might reach those affected and the people in their social environment.

The information poster and other material can be found here:
www.staerker-als-gewalt.de/downloads



In 2018,
140,755 people in Germany
experienced violence in partnerships –
114,393 of them were women and **26,362** men.

→ The support hotline Violence Against Women

Available around the clock, 365 days a year and free of charge. Since 2013, the support hotline Violence Against Women has been providing victims with advice; anytime, anywhere throughout Germany and also online. The female counsellors support the women seeking help on a confidential basis and, if necessary, arrange support locally, for example through a women's counselling centre or a nearby women's shelter. The fact that the counselling services are also barrier-free and available in 17 foreign languages ensures access for women with disabilities or limited German language skills. Relatives, friends as well as professionals can also call the hotline for advice. Find out more at www.hilfetelefon.de

→ The networking agencies for women affected by violence and victims of trafficking

In Germany, organisations that help women who are threatened or affected by violence all work towards the same goal and form a nationwide network. The networking offices bundle the expertise of the organisations in order to support women affected by violence and victims of human trafficking. The accumulated experience in the networking agencies benefits politics, society and new laws.

This is because all over Germany the networking centres support their members in the implementation of professional and social goals and help them with legal issues. In order to enable local institutions to work efficiently and sustainably, the networking offices help their member organisations create relevant structures.

For example, the networking offices bring together different stakeholders, initiate dialogue and find ways of working together with the stakeholders. These meetings have also led to cooperation agreements and federal co-operation concepts in the areas of the trafficking of women and children. The specialist counselling centres for victims of human trafficking are developing common quality standards for the training in counselling of victims. With their public relations work and their training services, the networking offices are raising awareness among people in Germany so as to better protect women from violence. In order to enable all those involved to carry out their important work, the Federal Ministry for Women supports the networking offices of the women's shelters, the women's counselling centres and women's emergency helplines as well as specialist counselling centres for victims of human trafficking.

→ Strong networks – protecting men all over Germany from violence

In 2018, 26,362 men experienced violence in their intimate relationships. The nationwide specialist and coordination unit to protect men from violence (*Bundesweite Fach- und Koordinierungsstelle Männergewaltschutz*) advises and supports all those who set up and expand projects aimed at safeguarding men in Germany. The initiative behind this is called Association of Boys' and Men's Work in Saxony (*Jungen- und Männerarbeit Sachsen e.V.*). Starting there, men's shelters throughout Germany are to be networked – comparable to the coordination of women's shelters.

The aim of the nationwide specialist and coordination unit is to protect men from violence and also to raise awareness among people in Germany and among politicians regarding the issue of violence against men. This is because the existing shelters for men are well utilised. In some cases, there are waiting lists. Domestic violence or violence in a relationship affects men from all social classes.

In addition to specialist counselling and coaching, the nationwide specialist and coordination unit to protect men from violence is developing quality standards for organisations protecting men, including the recording of cases and tips for the referral of high-risk cases. Additional support services, such as the establishment of emergency call facilities or chat rooms, are also being advanced together with the *Länder*.

→ Discourse with society – the Dialogue forums on Sexism (*Dialogforen Sexismus*)

The first discourse in the series of Dialogue Forums on Sexism will take place soon. The forum's goal is to effectively combat sexism with recommendations for action and voluntary commitments in all areas and sectors of society.

For this purpose, representatives from very different social and political sectors come together, for example representatives from business, companies, politics, civil society, government agencies and the cultural and media landscape.

Three dialogue forums are planned, covering the topics of sexism in the arts and the media, sexism in the public sphere and sexism in the workplace. The focus is on sharing scientific findings and exchanging recommendations that help against sexism. Who organises the dialogue forums? The Federal Ministry for Family Affairs together with the European Academy for Women in Politics and Economics.

→ Better together – getting men involved

Equality of partners in a relationship can only succeed when both genders work together to achieve it. The Federal Forum Men (*Bundesforum Männer*) promotes the involvement of men. This is because through gender equality they gain new scope for action beyond traditional roles. The federal forum also supports many political concerns of women in a spirit of solidarity.

Recognising men's counselling on the political and social levels

Men and boys often find it difficult to seek help in the event of problems or crises. Counselling services support them in many different life and crisis situations, for example, on issues such as health, work, fatherhood, sexual orientation, separation and divorce as well as violence. The project Strengthening Men in Gender Equality Policies – networking, counselling, addressing and support (*Männer stärker in die Gleichstellungspolitik – Vernetzung, Beratung, Ansprache und Unterstützung*) aims at achieving a greater level of appreciation in the political and social environments for counselling services for men.

For this purpose, quality standards are being developed and strengthened. The continued education project of the federal association *SKM Bundesverband e.V.*, a Catholic NGO offering social services to men, works in the same field. It is aimed at male professionals working in the fields of

social work, education, psychology and the field of social sciences who have professional experience in working with men in these areas. Men are to be given targeted support for their problems through a specialist counselling service. It is envisaged that these male-focused counselling services develop into a training model in the long term. In order to expand the range of counselling services nationwide, cooperation partners are being recruited in as many *Länder* and regions of Germany as possible. The aim is to build up a large counselling network beyond the duration of the project. For further information, please visit <https://bundesforum-maenner.de/short-english-version/>

Equality of partners in a relationship can only
succeed when both genders work
together to achieve it.



A blurred background image of a person wearing a dark suit jacket, a white shirt, and glasses. The person is looking towards the right side of the frame. The image is out of focus, with the text overlaid in the foreground.

04

Business
and politics



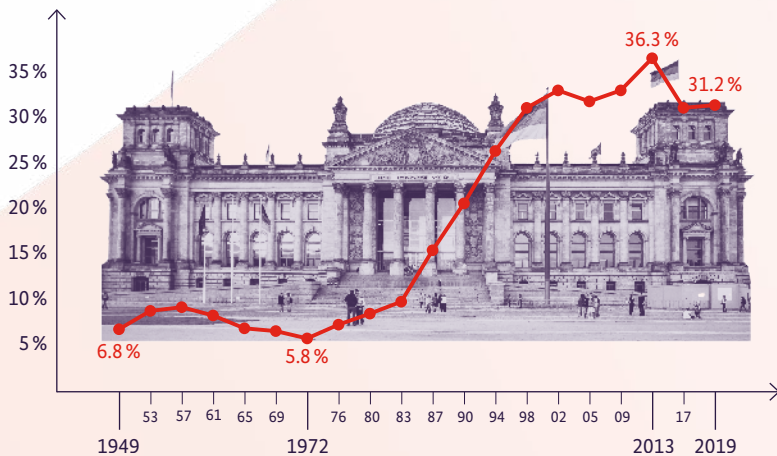
Increasing numbers of women are rising to the upper echelons in politics and business in Germany. The proportion of women in the public sector has recently risen significantly. However, the gender balance has not yet been fully achieved.

What measures and laws has the Federal Government implemented to ensure that this development continues to gain momentum?

Work in progress – the proportion of women in parliaments and in the private sector

Women in parliaments

In 2019, 221 women and 488 men were members of the German Bundestag. This corresponds to a female share of 31.2 per cent. In 2013, the share was even higher at 36.3 per cent. In the parliaments of the *Länder*, 558 of 1,866 members of parliament are currently women. This corresponds to an average share of 29.9 per cent, with a range of 24.5 to 40 per cent. Women make up 27.7 per cent of the municipal representatives. In the municipalities of the *Länder*, their share in 2019 ranged from 20 to 41.9 per cent.

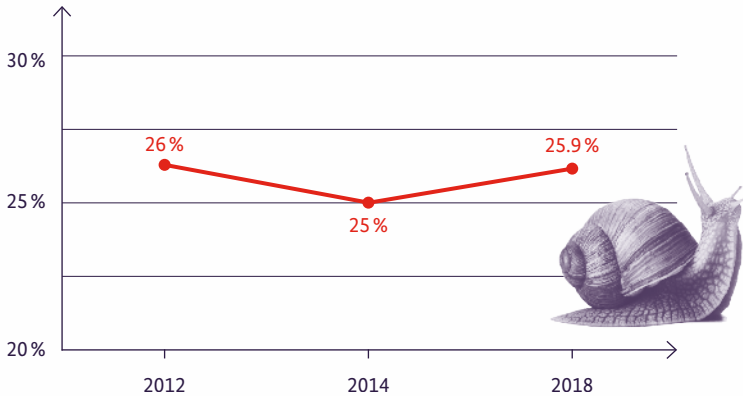


Source: www.bpb.de/gesellschaft/gender/frauen-in-deutschland/49418/frauenanteil-im-deutschen-bundestag

In 1949, only 6.8 per cent of women were members of the German Bundestag. It is now a good

30 per cent.

Development in the private sector has stalled. It is still taking too long for women to reach the top.



Source: Gender Equality Atlas in Germany, issues 2–4

The long way to the top – women in executive positions in the private sector

In 2018, 25.9 per cent of top management positions in the private sector were held by women. This corresponds to 650,000 out of a total of 2.5 million jobs. When comparing the *Länder*, the share ranges from 22 to 33.3 per cent. The larger the company, the fewer the number of women working in top management positions.

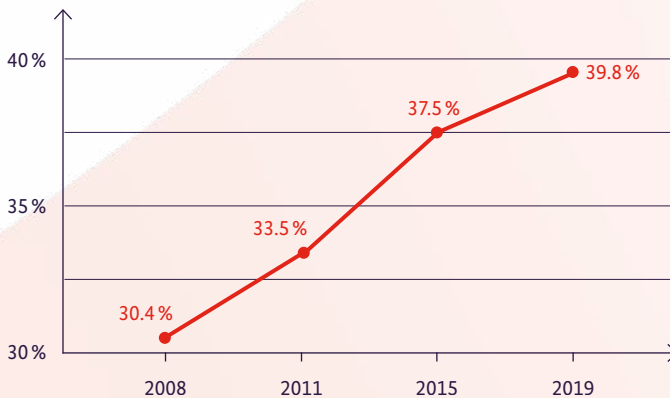
In large companies, getting ahead is harder for women

In 2018, 484,000 of the total 1.2 million second-tier management positions in the private sector were held by women. This corresponds to a share of women of 40.4 per cent. In a comparison of the *Länder*, this range extends from 36.4 to 51.3 per cent. At the second management tier, the proportion of women is around 14 percentage points higher than at the first tier. Here too, the larger the company, the fewer women work in second-tier management positions.

Public service and government – more and more women in executive roles

At the end of 2019, the *Länder* had a total of 171 leadership positions – in governments, ministries and senates. Of these, an average of 39.8 per cent were women. The range was from 27.3 to 66.7 per cent.

Female heads of government, ministers, senators:
In recent years the **percentage of women in the public service** has risen significantly.



Source: Gender Equality Atlas in Germany, issues 1–4



Measures

Measures the Federal Government is taking in the area of business and politics:

→ Equal right to leadership positions

Since 1 May 2015, the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector has been in force. This is intended to significantly increase the proportion of women in leadership positions – an important step towards offering women and men equal opportunities in professional life.

Since the law came into force, the proportion of women in leadership positions and on committees in the private and public sectors has risen slightly. The increase is particularly noticeable in the supervisory boards of companies listed on the stock exchange and with parity co-determination. Since 1 January 2016, they must meet a fixed gender quota of 30 per cent. Here, the proportion of women has risen by 14 percentage points to 35.2 per cent since 2015. However, some changes still need to be made in the boards of directors in the private sector and in executive positions in the federal service, especially in part-time management. The good news is that at least the key bodies now have almost equal representation.



“**Women in
management positions
foster economic success and embody
a contemporary corporate culture.**”

Federal Minister for Family Affairs Dr. Franziska Giffey

Source: www.bmfv.de/SharedDocs/Pressemitteilungen/DE/2020/061020_FuePogII.html





$(g_n, (h_n)) = id, \phi_i(g_{n-1}, (h_{n-1})) = id \}$
 impossible,
 $(\gamma_1, \gamma_i \gamma_{i+1}, \gamma_n) = id \}$
 $(\eta_1, \eta_i \eta_{i+1}, \eta_{n-1}) = id \}$
 possible, $\gamma_i \gamma_{i+1} = id, \eta_i \eta_{i+1} = id \}$

$\bar{N} \backslash V \backslash N \quad \zeta_k = 1 \text{ for } k = 1, \dots, n$

05

Education,
 academia,
 the arts and
 history

In Germany, although girls are ahead in school education, this does not always remain the case over the further course of their careers. Both genders still often follow stereotypes when it comes to choosing a career and course of study.

What is the Federal Government doing to ensure more gender equality in education, academia and the arts?

From school to university or straight into the workforce – how women and men start their careers

The school leaving certificate in hand

In 2018, more boys (60.6 per cent) than girls (39.5 per cent) graduated from Hauptschule (lower secondary school).⁵ In a comparison of the *Länder*, the lowest rate of male graduates was 54.8 per cent, the highest 64.1 per cent. Girls were slightly ahead with regard to Abitur (school leaving exams qualifying for university entry) with 54.7 per cent, compared to 45.3 per cent of boys. In a comparison of the *Länder*, the lowest rate of female graduates was 52.7 per cent, the highest 59.6 per cent. However, not all pupils completed their secondary education and obtained a school leaving certificate. Of these, 37.4 per cent were girls and 62.6 per cent boys. In a country comparison, the rate for boys varied between 67.2 per cent and 67.2 per cent.

What happens after graduation?

In Germany, 50.6 per cent of pupils left school with a university entrance qualification. This proportion was higher among women (57.1 per cent) than among men (44.8 per cent). In a comparison of the *Länder*, this ranged from 46.4 to 69.4 per cent among women. For men, the range was from 34 to 55.9 per cent. In all *Länder*, more women qualified for university entrance than men. What happens afterwards? Data shows that the subjects studied often still follow stereotypes.

A vocational training course in a medical health profession without a university degree was chosen by 16 per cent of men. A total of 10.7 per cent of women were attracted to STEM training, i.e. to occupations in science, technology, engineering and mathematics. The proportion of women taking final examinations in engineering was 23.7 per cent. And what about men? A total of 11.1 per cent of them chose a career as a primary school teacher.

**In 2018, 23.7 per cent of
engineering graduates were women.**

⁵ Fachserie 11 Series 1 for the 2018/2019 school year: publication date 6 September 2019

More women embark on a career in academia

Half of all university students are women. They are also well represented at the start of the career ladder in academia and research. In 2018, almost one in two dissertations (45.2 per cent)⁶ and every third habilitation (31.6 per cent) was written by a woman. Of a total of 1,580 junior professorships, about half (737) were filled by women. The proportion of women in junior professorships is thus 46.6 per cent on average in Germany. In a comparison of the *Länder*, it varied greatly – from 28.1 to 62.5 per cent. At the same time, the proportion of women in professorships has risen sharply from 5 per cent in 1989 to around 24.7 per cent in 2018.⁷

⁶ Fachserie 11 Series 4.2 for 2018: publication date 29 October 2019

⁷ Fachserie 11 Series 4.3.1 for the years 1980–2018: publication date 6 December 2019

In 2018, almost

one in two dissertations (45.2 per cent)
and every third habilitation (31.6 per cent)
was written by a woman.



Measures

Steps being taken by the Federal Government in the field of education, academia, the arts and history:

→ Opening up possibilities – cliché-free career choices

The Federal Government is committed to broadening the range of young people's career choices, promoting their individual skills and breaking up traditional role models. Since 2016, the No Clichés Initiative (*Initiative Klischeefrei*) has been strengthening gender competence in career guidance and counselling. How? Through networking and information, materials and media.

A career orientation process free from stereotypes is intended to support young people in exploring many possibilities for shaping their career and life paths and to reflect on them against the background of challenges in terms of gender equality policy. Girls' Day has been held annually since 2001 and gives girls an insight into the fields of science, technology, engineering and mathematics (STEM), which they rarely take a closer look at. In addition, Boys' Day has been held since 2011. It introduces boys to professions that until now have been mainly taken up by women.

Another project that aims to promote gender equality in career choice is My Test Site 2.0 (*Mein Testgelände 2.0*). The web portal provides information on gender democratic issues with the aim of promoting diverse roles and offers boys and girls the space to do so.

→ Delve into the history of the women's movement

Would you like to learn more about the history of the German women's movements? Then visit the Digital German Women's Archive (DDF). It presents selected sources from the history of the women's movement and brings them to the public's attention. Since January 2020, the DDF has been expanded as an institution and is funded by the Federal Ministry for Women Affairs with 1.85 million euros. Since 2018, the collection has included books and magazines, some of them unpublished original documents such as letters, photos or sound recordings and artefacts from the private estates of feminist pioneers. They all make the diverse perspectives of the women's movement tangible.

The umbrella organisation of lesbian and women's archives, libraries and documentation centres in Germany, Switzerland, Austria, Luxembourg and Italy (*Dachverband der Lesben- und Frauenarchive, -bibliotheken und -dokumentationsstellen aus Deutschland, der Schweiz, Österreich, Luxemburg und Italien*), in short i. d. a., has developed the Women's Archive. The DDF project fund supports it. The Berlin DDF office is responsible for the technical and scientific implementation.

Feel free to browse through the history here (in German only):
www.digitales-deutsches-frauenarchiv.de

→ More women in German media and cinema

The association ProQuota Media (*ProQuote Medien*) brings together media professionals with the aim of promoting the professional equality of women compared to men in media professions. Notably a quota of women in executive positions at all hierarchical levels in German editorial offices is to contribute to this.

Originally, ProQuota Media (*ProQuote Medien*) had started with the goal of filling 30 per cent of leadership positions in German media with women by 2017 and then to disperse after reaching this goal.

Since many media houses were unable to meet this requirement in 2017, ProQuota Media has increased the pressure since then.

The association now demands half of the editorial power for women. ProQuota Cinema (*Pro Quote Film*) is committed to the equality of women filmmakers in the following areas: direction, camera, sound, film composition, production, script / dramaturgy, montage, set and costume design and acting.



Further information

Stay up to date with the latest developments and find out what is going on in the field of equality.

The Gender Equality Atlas

From North to South, from West to East: the Gender Equality Atlas in Germany documents the regional differences in gender equality in Germany. Even though much has been achieved in terms of gender equality, there are still many differences in the realities of life for women and men in Germany. The maps, diagrams and tables in the Gender Equality Atlas show the state of gender equality and how it has developed over the past ten years. A total of 42 indicators examine the areas of action “participation, education and training”, “work and income”, “paid work and unpaid care work” and “living spaces”.

The Gender Equality Atlas shows the regional progress in the implementation of gender equality policy goals and framework conditions throughout Germany. The comparative survey supports the gender equality policies of the Federal Government and the *Länder*.

The Fourth Gender Equality Atlas in Germany will be published digitally in German and English at www.bmfsfj.de/gleichstellungsatlas. The digital Gender Equality Atlas is accessible via the European Institute for Gender Equality (EIGE) for people all over Europe.



Publication information

This brochure is part of the public relations work of the Federal Government; it is made available free of charge and is not intended for sale

Published by:

Bundesministerium
für Familie, Senioren, Frauen und Jugend
Referat Öffentlichkeitsarbeit
11018 Berlin
www.bmfsfj.de

Available from:

Publikationsversand der Bundesregierung
Postfach 48 10 09, 18132 Rostock
Tel.: +49 30 182722721
Fax: +49 30 18102722721
Telephone service for the deaf: gebaerdentelefon@sip.bundesregierung.de
E-mail: publikationen@bundesregierung.de
www.bmfsfj.de

If you have any questions, use our
service telephone: +49 30 20179130
Monday–Thursday 9:00 a.m.– 6:00 p.m.
Fax: +49 30 18555-4400
E-mail: info@bmfsfjservice.bund.de

Public service telephone number for all government agencies and offices: 115*
Access to the 115 telephone service for the deaf: 115@gebaerdentelefon.d115.de

Art. No.: 4BR224

As of: August 2020, 1st Edition

Designed by: neues handeln AG

Printing: Druck- und Verlagshaus Zarbock GmbH & Co. KG

* For general questions to all government offices and agencies, the general civil service telephone number 115 is also available from Monday to Friday from 8 a.m. to 6 p.m. Currently, you can reach this number from selected pilot regions, such as Berlin, Hamburg, Hesse and North Rhine-Westphalia among others. You can find further information at www.115.de.

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