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Introduction

Gender equality in Germany is still a long way from becoming a reality. Despite the considerable progress made, the opportunities available to women and men in many areas of life cannot be described as equal: women hold fewer top management positions in business, science and government, they are paid less, they are more likely to work part-time and they do the lion's share in providing care. By way of contrast, very few men choose to work in childcare or as teachers in nursery and primary schools.

These findings shed light on tremendous geographical diversity Germany-wide and this *Third Gender Equality Atlas* documents these regional differences. As a comparative study of key indicators at both state (Land) and district (Kreis) level, it illustrates the current situation in the country's regions. The information it contains can be used to plan the next steps on the way to ensuring that true gender equality is achieved.

This Gender Equality Atlas was jointly produced by the Baden-Württemberg State Ministry for Labour and Social Affairs, Women and Senior Citizens in cooperation with the Baden-Württemberg State Statistics Office, and with expert input and financial contributions from the German states (Länder). It is published by the German Federal Ministry for Families, Senior Citizens, Women and Youth (BMFSFJ).

The Conference of Gender Equality and Women's Affairs Ministers (GFMK) would like to thank the BMFSFJ for publishing the Third Gender Equality Atlas for Germany and expresses its appreciation for the ground work performed by the Gender Equality Atlas Working Group.¹

¹ Baden-Württemberg, Berlin, Brandenburg, Hamburg, Hesse, Lower Saxony, Rhineland Palatinate, Schleswig-Holstein, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Federal Working Group of Municipal Women's Offices and the Federal Statistical Office

Using the Gender Equality Atlas

The Third Gender Equality Atlas is comprised as follows:

- A bar chart shows the current percentage values for the respective indicator at state (Länder) level.
- An additional bar chart for each indicator illustrates the changes which have taken place for the respective indicator compared with the reporting period published in the 1st Gender Equality Atlas (for most data, 2007).
- Maps for the state and district levels remain an essential part of the Gender Equality Atlas and present the current reporting status (for most data, 2014).
- As with the first and second editions of the Gender Equality Atlas, a separate volume of tables is available online for the Third Gender Equality Atlas.

The colour coding of the maps is based on the indicator type:

- Red represents the percentage of women
- Blue represents the percentage of men
- Orange stands for information on the difference between the percentages of men and women

The colour grading in the maps for percentages of women and men (red and blue) is based on deviations from the average values for the states (Länder) or districts (Kreise) and shows these deviations in five categories. Maps which display the differences between percentages of men and women (orange) start from a baseline percentage of men which equals 100. Deviations in the percentage of women are shown in different colour gradients.

The charts are based on values with one digit after the decimal point. These values are available online in the indicator tables. For reasons of clarity, however, percentages in the charts are shown without digits after the decimal points.

Indicator tables giving the exact numbers and explanations concerning Länder-specific data can be downloaded online at www.gleichstellungsministerkonferenz.de as well as www.sozialministerium-bw.de (available in German only).

Statistical information concerning, for example, the data situation in the various federal states is available in the methodological notes for each indicator.

From the reporting year 2011 onwards, indicators into which population data flow are based on the results of the updated population figures from the 2011 census. The population figures used up to and including 2010 are based on the results of the updated figures from the census performed in 1987.

I.

Participation

One of the most frequent measures used by the public for the degree of gender equality is the representation of women and men in management positions and decision-making functions. This applies to their participation in decision-making processes at all levels of political, business, social and cultural life.

But at what point is equality achieved? Does the 30 percent quota repeatedly cited as the minimum requirement for women's representation really suffice?² At minimum, it is a meaningful interim step where achieving a critical mass is concerned.³ The 30 percent threshold is already met in terms of the national average, with women's representation in state (Länder) governments (32 percent), women ministers and senators (38 percent), women junior professors (40 percent) and women in mid-management positions in private industry (39 percent). In all other decision-making areas contained in these categories, the national average concerning women is significantly lower. Parity has by no means been reached, either at regional or national level.

Given the role of participation as a benchmark, an eleventh indicator – Executive Positions in the Judiciary – has been added to the ten previously selected for this area. This new indicator illustrates the percentage of women in top positions in the courts and in public prosecution offices, and supplements the existing data for the legislative and the executive fields.

The following illustrates women's representation in top management and decision-making positions in government, administration, the judiciary, industry, research and teaching.

² See, for example, the Report by the Commission to the Council, the European Parliament and the Economic and Social Committee on the implementation of Council recommendation 96/694 of 2nd December 1996 on the balanced participation of women and men in the decision-making process COM/2000/0120 final.

³ The Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector requires that the supervisory board of a listed company with co-determination based on parity is composed of at least 30 percent of women and at least 30 percent of men.

1.1 State Parliament Mandates

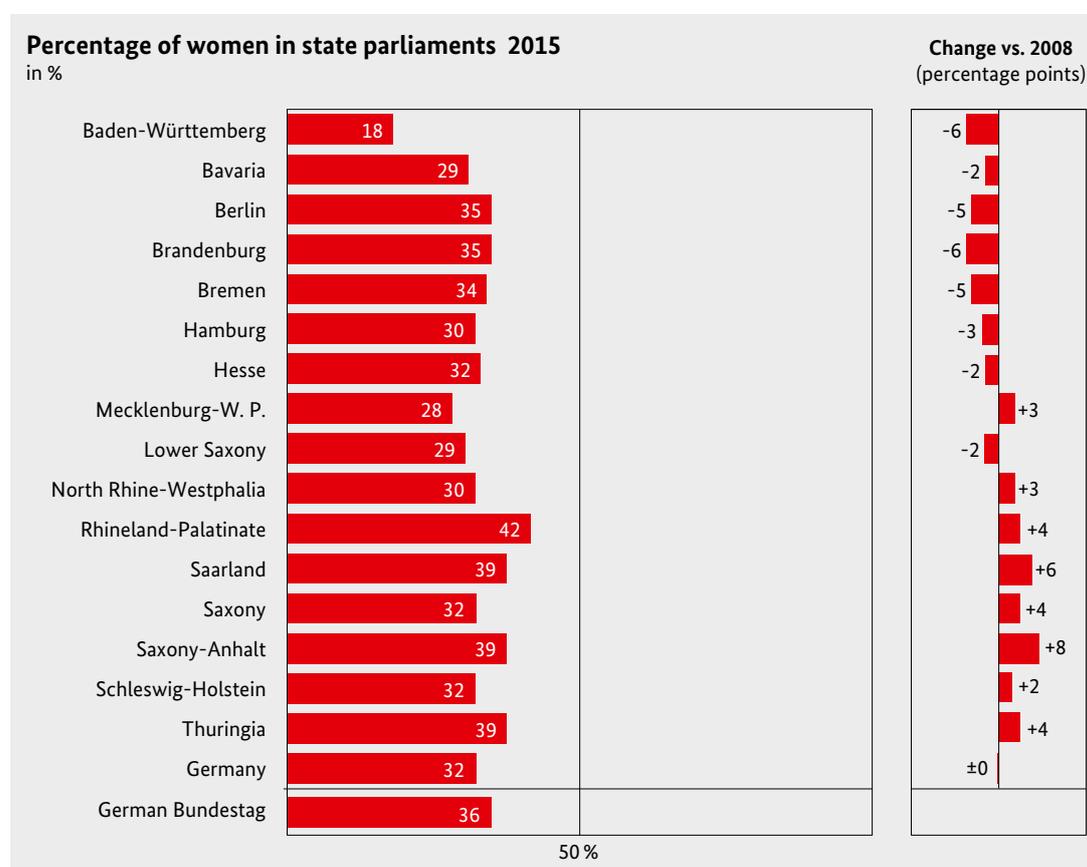
Indicator Description:

Definition: Percentage of women in state parliaments.

Methodological Notes: State parliaments exist in all federal states, but bear different names (Landtage, Abgeordnetenhäuser or Bürgerschaften). For Bremen, this indicator refers exclusively to Bremen's Bürgerschaft, not to the city council of Bremerhaven. It includes the representatives elected in the last election. No statistics were collected on by-election candidates.

Data Source: Official election statistics (as at November 2008 and December 2015).

This indicator stands for women's representation in state parliaments. It illustrates the trend towards more balanced involvement of women in political opinion-building and decision-making processes in the various states.



A total of 1,803 representatives sat in all state parliaments at the time of analysis, 570 of whom were women. This corresponds to an average share of 31.6% with a range of 18.1% to 41.6%.

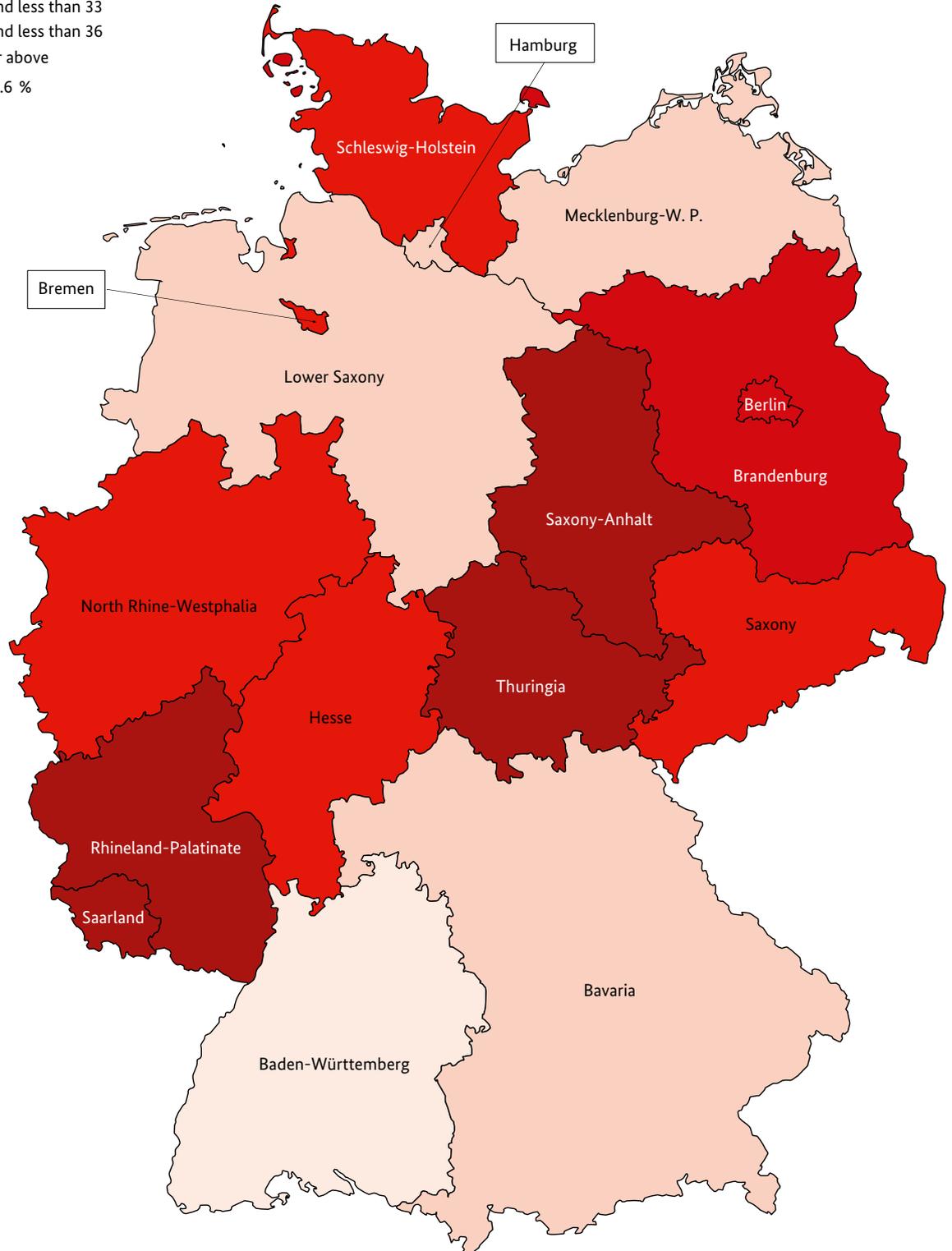
For comparison: The 18th German Bundestag comprised 36% women (as at September 2015).

Percentage of women in state parliaments 2015

Women's share (%)

- Less than 27
- 27 and less than 30
- 30 and less than 33
- 33 and less than 36
- 36 or above

Mean: 31.6 %



1.2 Mandates in Administrative District and Municipal Councils

Indicator Description:

Definition: Percentage of women among mandate holders in the respective municipal councils.

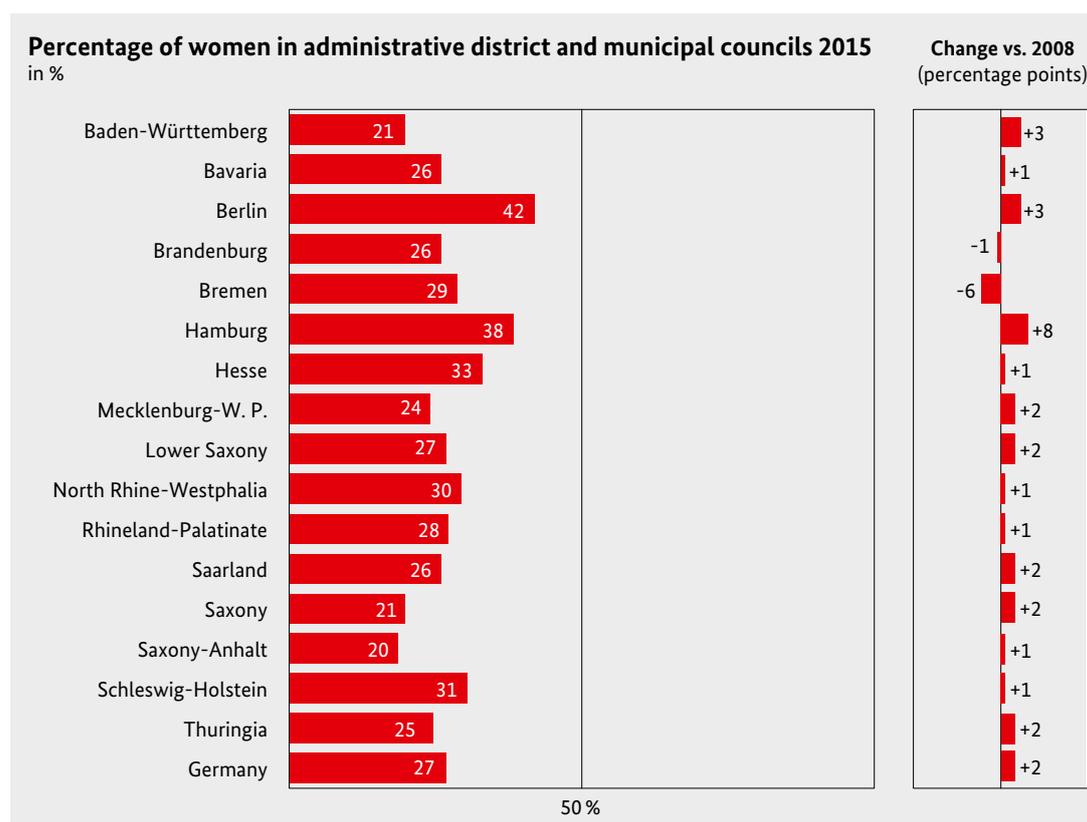
Methodological Notes: The survey includes the total number of women mandate holders in municipal councils (i. e. the councils of the Landkreise and kreisfreie Städte). For city states, mandates in the parliaments of city districts are used as auxiliary indicators. In the case of the federal state of Bremen this corresponds to the city parliament of Bremen and the Bremerhaven city council (Stadtverordnetenversammlung). Councillors in municipalities that are part of a district (kreisangehörige Städte and Gemeinden) are not included. Representatives elected in the last election were counted; replacement candidates or those elected in by-elections are not included.

Data Source: Official election statistics (as at November 2008 and December 2015).

The indicator shows the extent to which women are represented in municipal councils.

It allows conclusions to be drawn in terms of:

- The development of 'socio-political culture'
- The political influence of women at a local level
- The composition of municipal representations
- The line-up of electoral lists and prevailing electoral procedures
- The voting pattern of the constituency



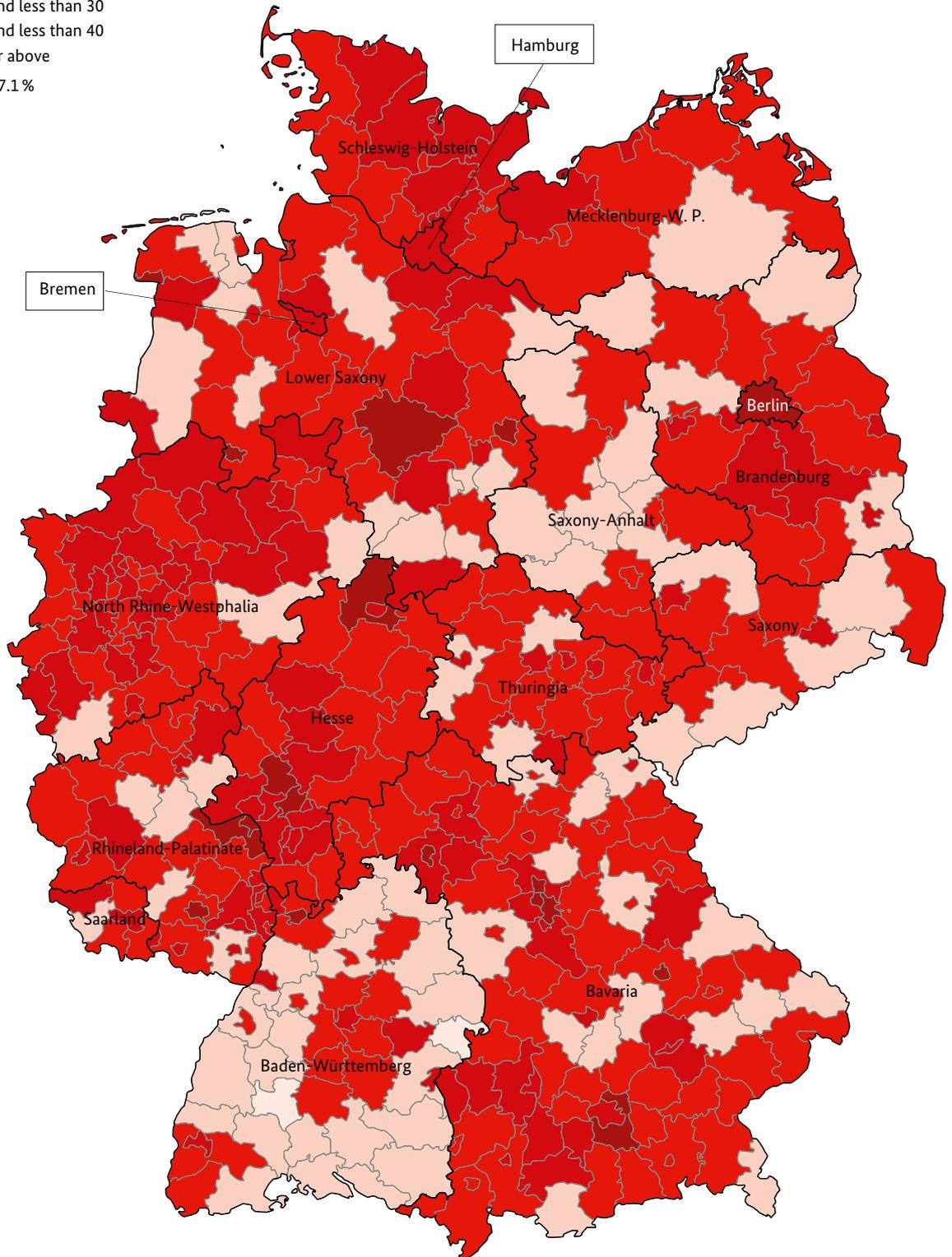
The percentage of women in municipal councils in Germany was 27.1 % in 2015. In the German states (Länder) it ranged from 20.4 % to 41.9 %.

Percentage of women in administrative district and municipal councils 2015

Women's share (%)

- Less than 10
- 10 and less than 20
- 20 and less than 30
- 30 and less than 40
- 40 or above

Mean: 27.1 %



1.3 Heads of Government, Ministers and Senators in the German States

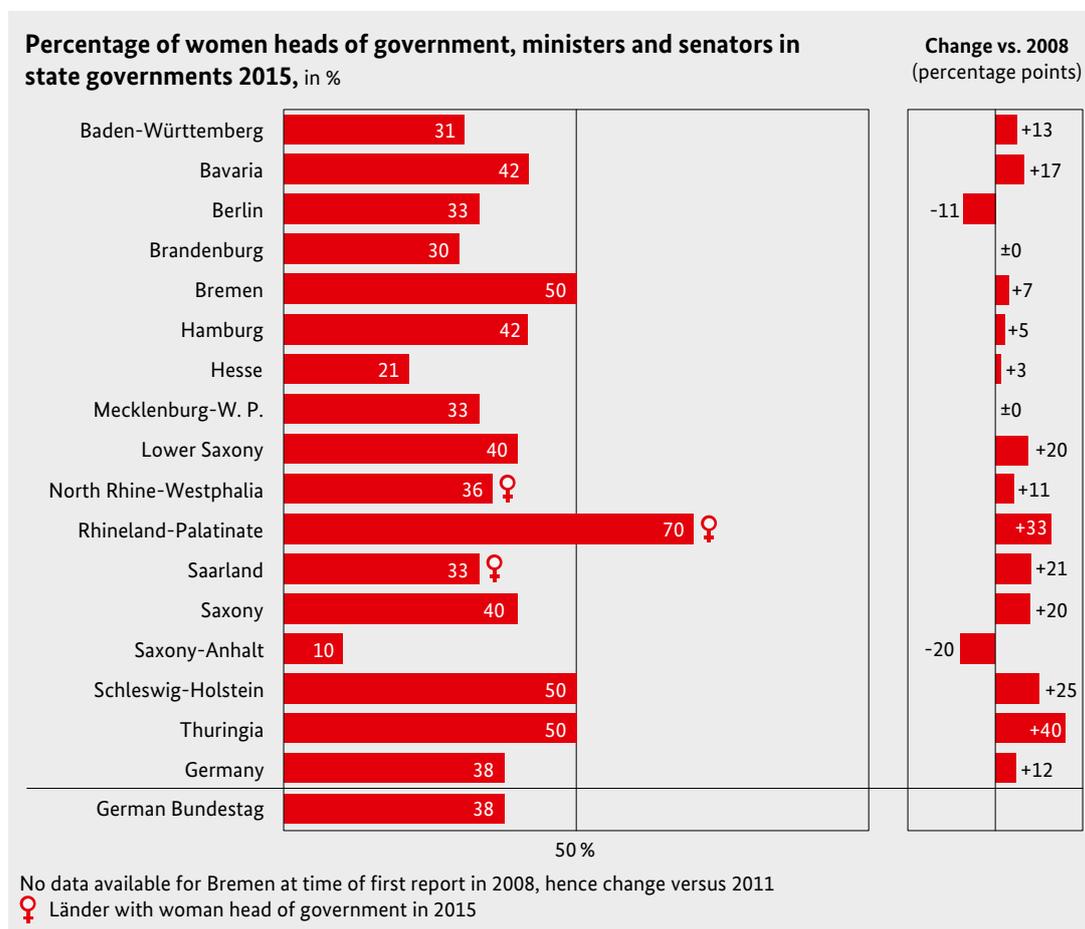
Indicator Description:

Definition: Percentage of women as heads of government, ministers and senators in the German states.

Methodological Notes: The indicator includes the total number of heads of government, ministers and senators in the German states as well as the number of women holding such functions. State ministers are included if they have voting rights. The indicator does not include state secretaries, irrespective of their cabinet rank (see indicator 1.4).

Data Source: Survey by GFMK (as at November 2008, December 2011 and 2015).

This indicator shows the extent to which leading offices in state government are held by women. It highlights the trend towards balanced representation of women in appointments to these offices.



At the end of 2015, a total of 168 heads of government, ministers and senators worked for the state governments. Of these 37.5 % were women. Comparing the German states, the percentage of women ranged from 10.0% to 70.0%.

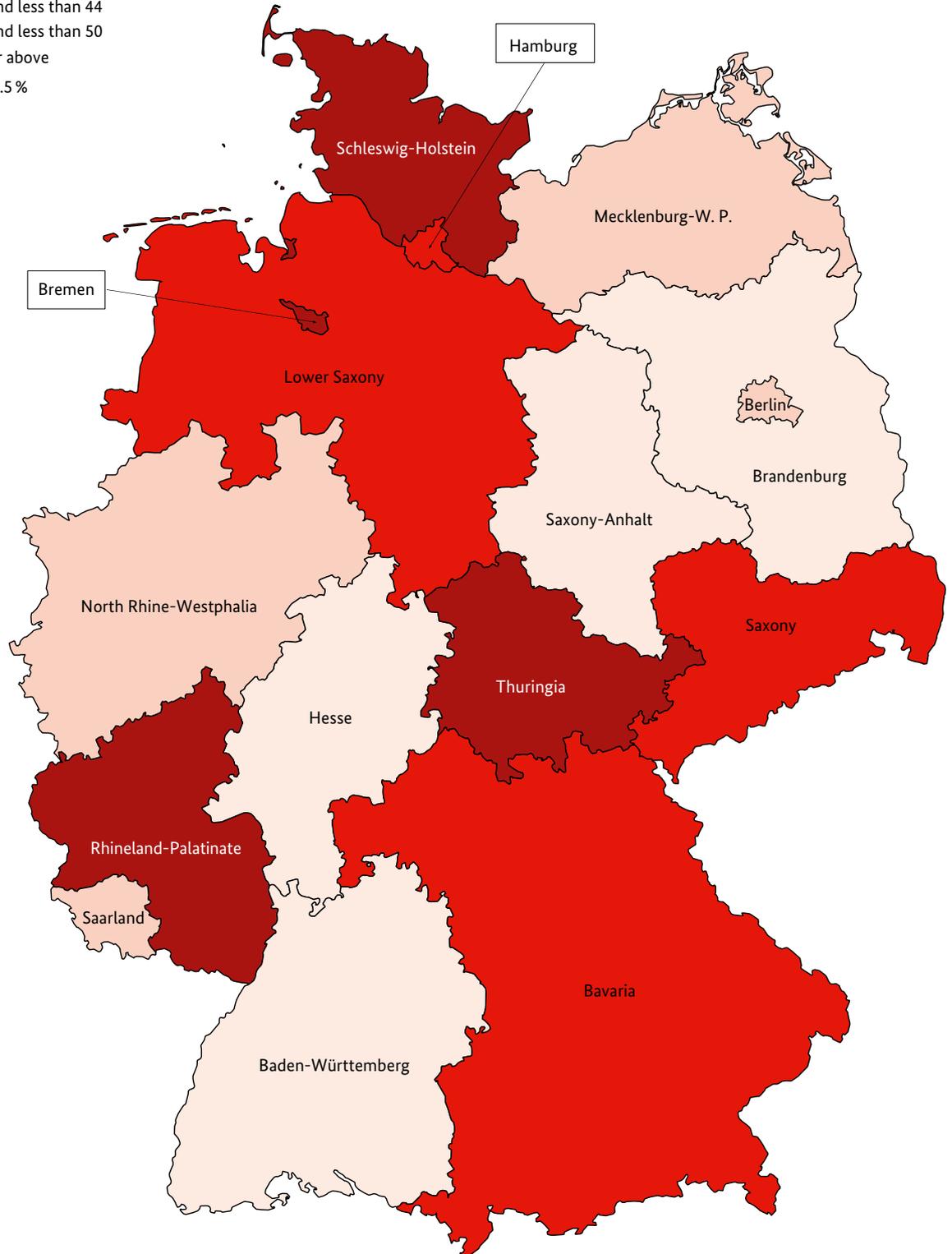
Three out of sixteen German states were headed by a woman at the end of 2015. These are North Rhine-Westphalia, Rhineland Palatinate and Saarland. The percentage of women in the federal government (federal cabinet including cabinet ministers) was 37.5 % at the time.

Percentage of women heads of government, ministers and senators in state governments 2015

Women's share (%)

- Less than 32
- 32 and less than 38
- 38 and less than 44
- 44 and less than 50
- 50 or above

Mean: 37.5 %



1.4 State Secretaries and Equivalent Positions in Ministries of the German States

Indicator Description:

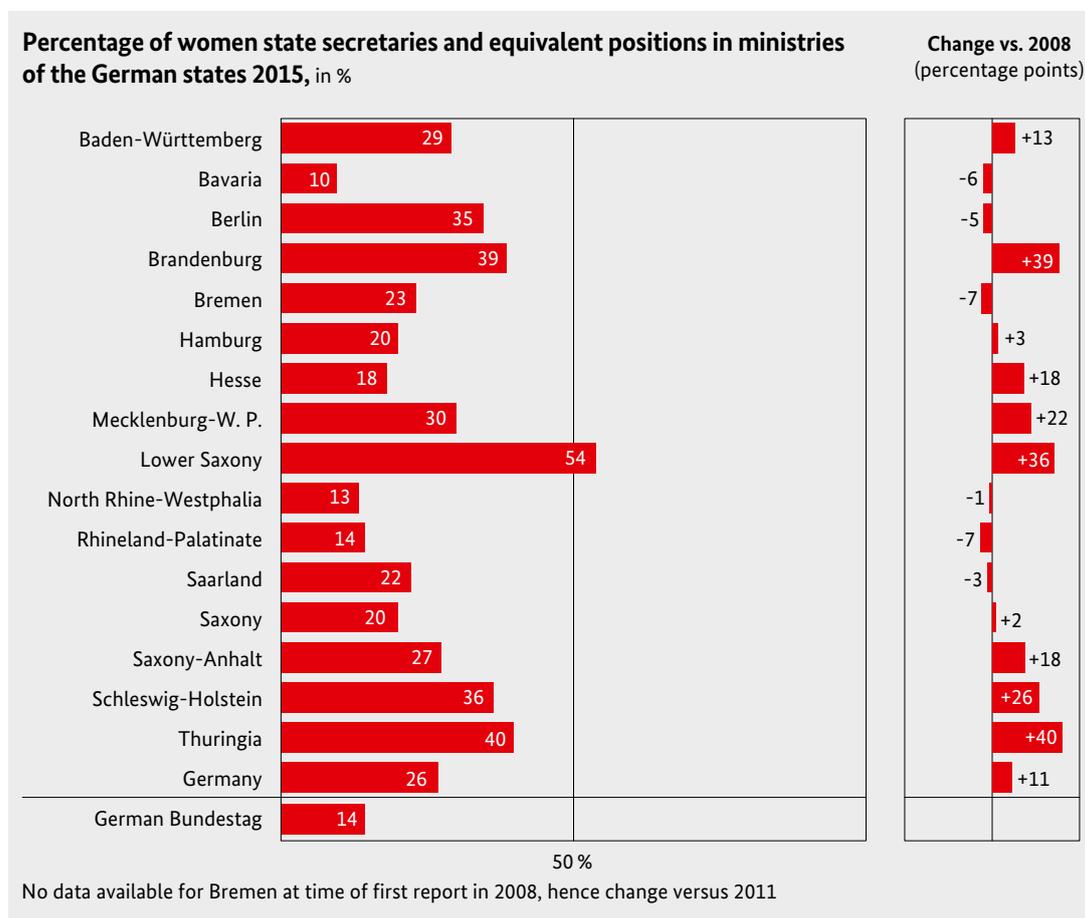
Definition: Percentage of women holding positions as state secretaries or equivalent offices in a ministry in the state governments.

Methodological Notes: The second tier of political leadership is shown here. Cabinet membership is not taken into account as the status varies from state to state.

Data Source: Survey by GFMK (as at November 2008, December 2011 and 2015)

The indicator shows the extent to which high political office is held by women in the German states. It also indicates:

- Progress towards more balanced participation of women in occupying such positions
- Representation of women at the level of political leadership described



At the end of 2015, a total of 216 state secretaries and their equivalents worked in the ministries of the various German states. On average, 26.4% of these positions were held by women. Comparing the German states, the percentage of women ranged from 9.5% to 53.8%.

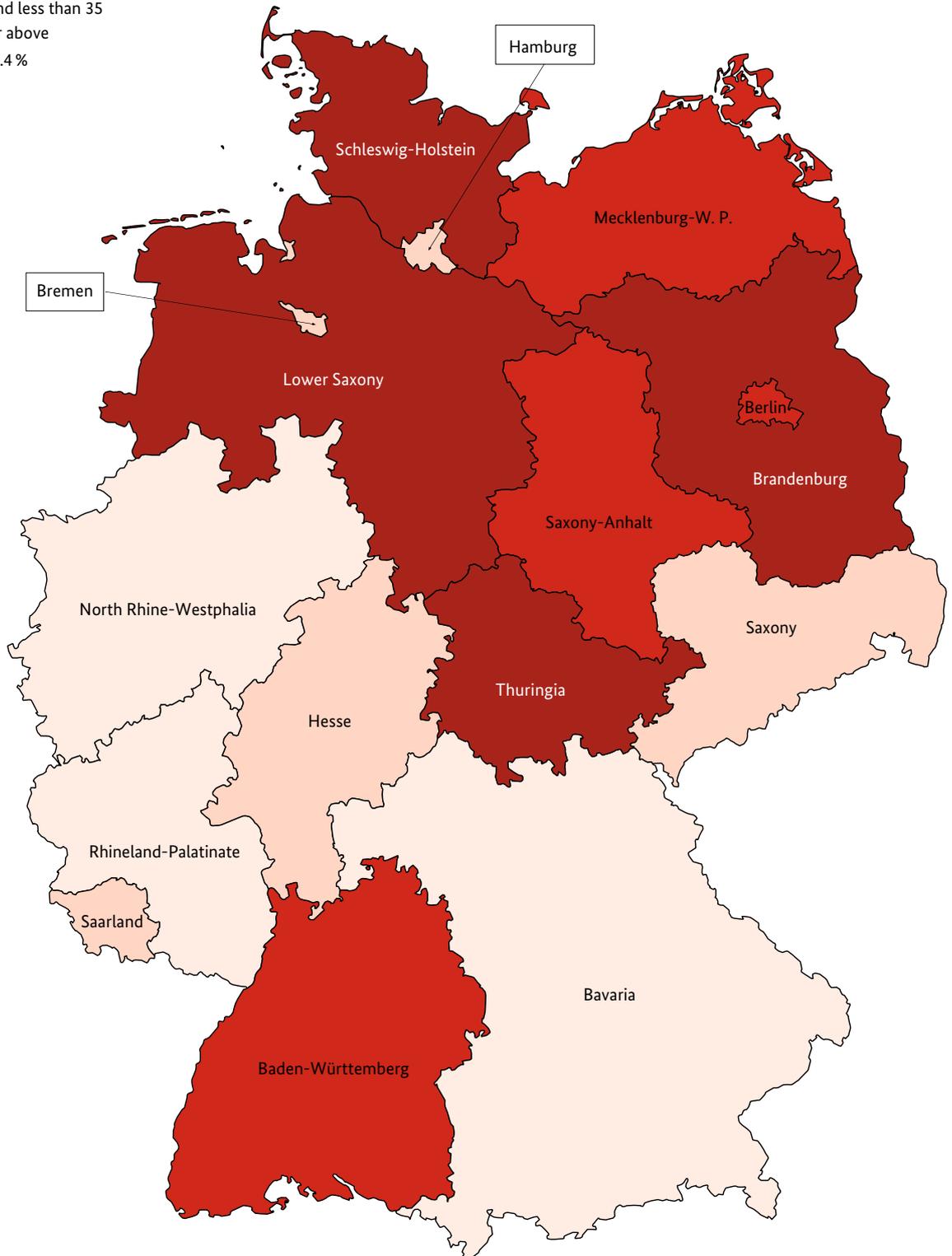
At federal level, the number of women among state secretaries with civil servant status was 14.3% at the time.

Percentage of women state secretaries and equivalent positions in ministries of the German states 2015

Women's share (%)

- Less than 15
- 15 and less than 25
- 25 and less than 35
- 35 or above

Mean: 26.4 %



1.5 Top Positions in District and Municipal Administrations in Large German States (Länder) and in District Administrations in City States

Indicator Description:

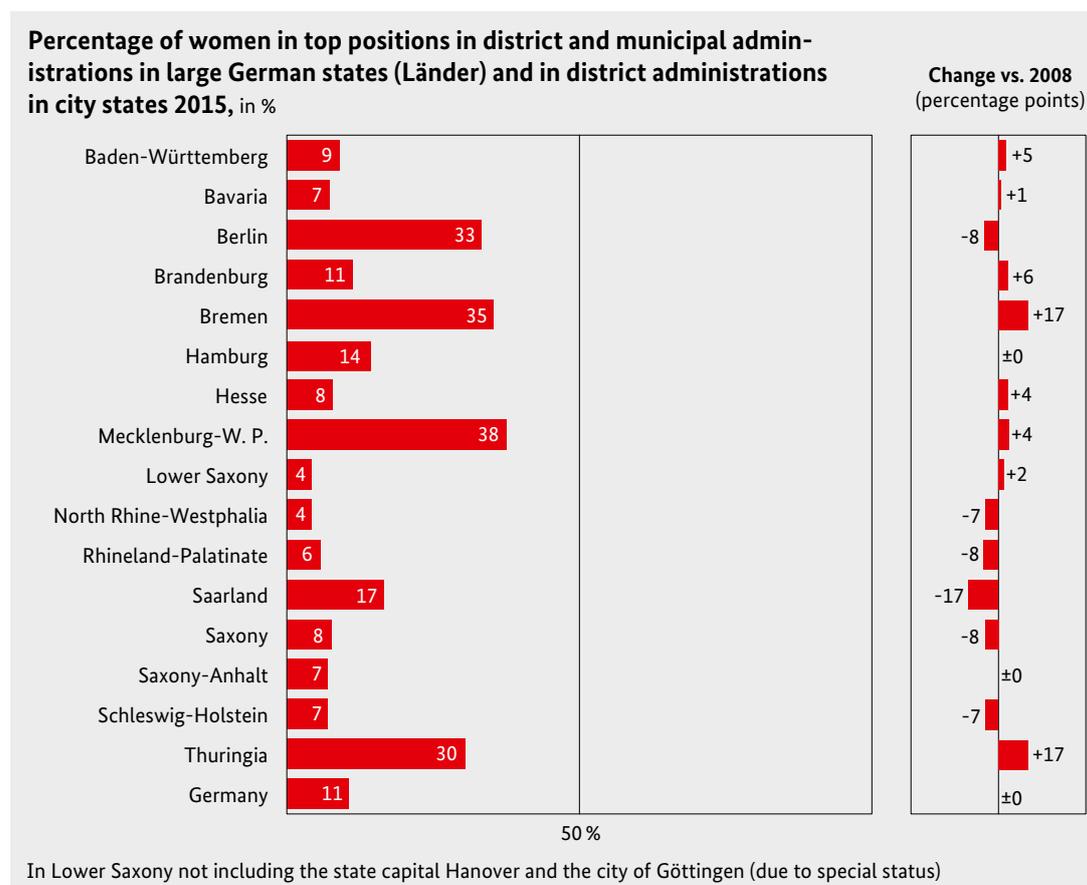
Definition: Percentage of women in top positions in large German states (Länder) and district administrations in city states.

Methodological Notes: This survey includes the total number of top positions in large German states (Länder) and in district administrations in city states and the number of women holding such positions. Leading administrative positions include lord mayors and chief administrative officers of districts (Landrätinnen and Landräte). Mayors of municipalities belonging to a district are not included, even though they may hold the title of 'lord mayor'. In city states, only the top administrative positions of districts are included. Municipal level positions in Bremerhaven are not included.

Data Source: Survey by GFMK (as at November 2008 and December 2015).

The indicator shows the percentage of women in top positions in large states, districts and municipal administrations:

- Representation of women in top positions in municipal administrations
- Social recognition of women's municipal leadership and management skills by the electorate and by election officials
- The willingness of women to apply for such office



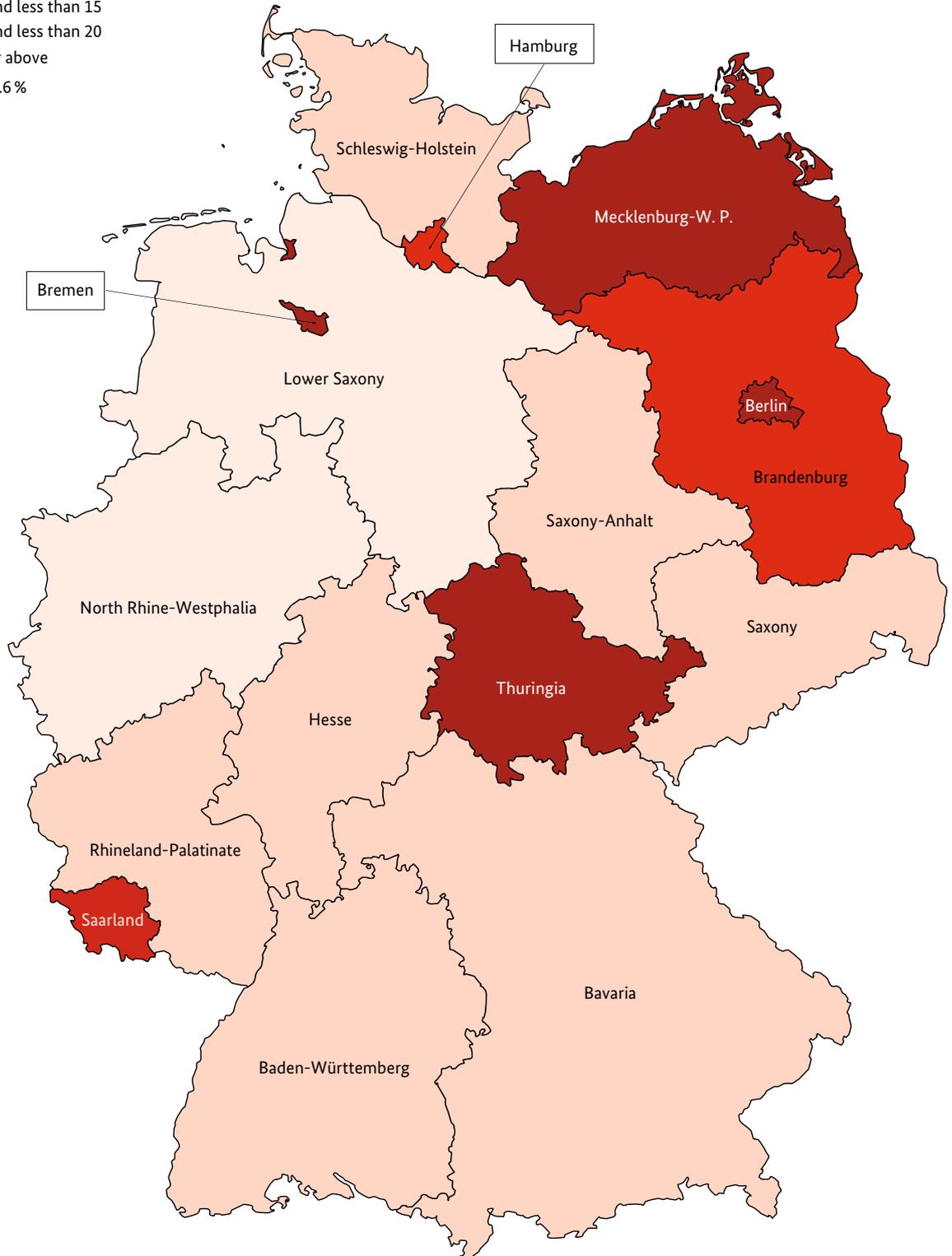
In December 2015, of 435 top positions as defined above, 10.6% (46 positions) were held by women. Comparing the German states, the percentage of women ranged from 3.7% to 37.5%.

Percentage of women in top positions in district and municipal administrations in large German states (Länder) and in district administrations in city states 2015

Women's share (%)

- Less than 5
- 5 and less than 10
- 10 and less than 15
- 15 and less than 20
- 20 or above

Mean: 10.6 %



In Lower Saxony not including the state capital Hanover and the city of Göttingen (due to special status)

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1.6 Executive Positions in Supreme State Authorities

Indicator Description:

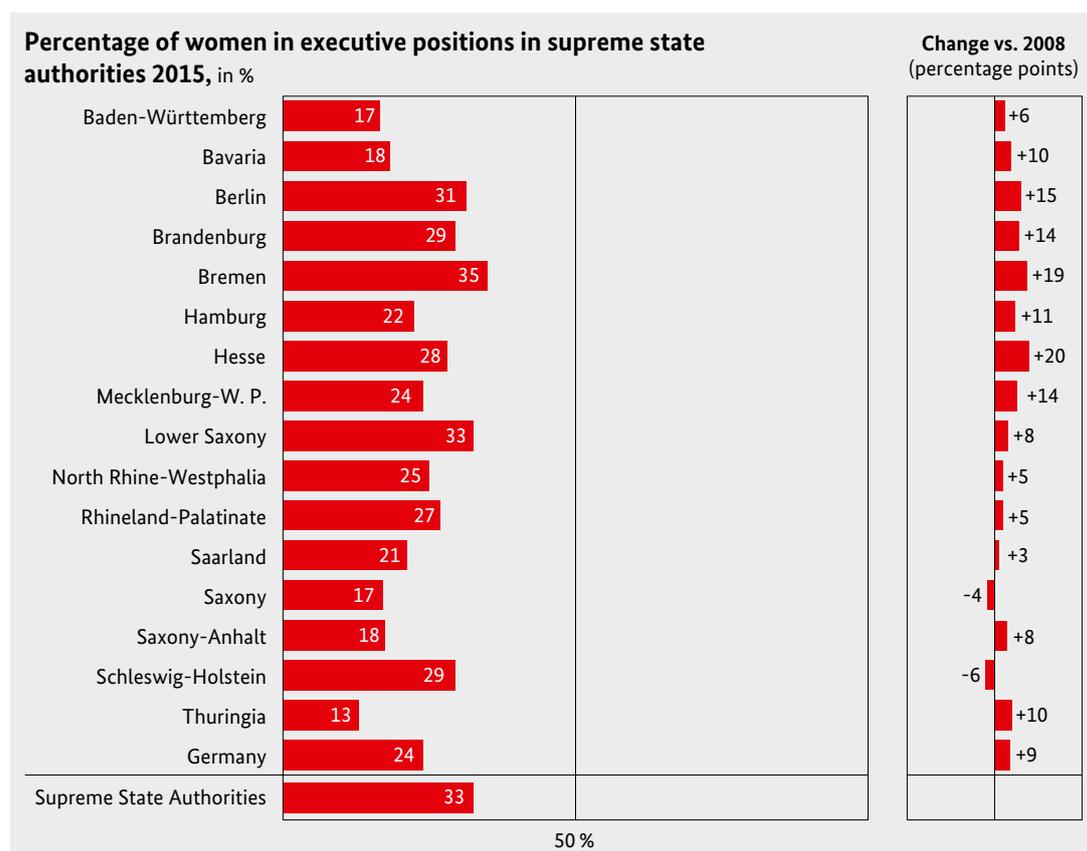
Definition: Percentage of women in head of division positions in the highest federal state agencies.

Methodological Notes: The supreme state authorities included in this survey were decided upon according to the laws of the respective federal states. They generally include the state chancelleries, the portfolio ministries or senates as well as the state auditing courts. Of these, only the positions of heads of divisions listed in the respective organisational charts were taken into account for the survey. It does not include operational levels such as section heads, heads of units or heads of staff positions. For Hamburg, it shows the level of the chief officer for each authority.

Data Source: Survey by GFMK (as at November 2008 and December 2015).

The indicator refers to the representation of women in superior executive and management positions in ministries of the state or senate administrations. It indicates:

- The representation of women at the executive level described above
- Personnel planning and development at the hierarchical levels below the highest level
- An administrative structure enabling the rise of women to high-level positions
- The potential for appointing women to committees



In December 2015, 206 out of 863 departments in the highest state agencies were headed by women. Thus the average percentage of women was 23.9%. Comparing the German states, the percentage of women ranged from 12.8% to 35.0%.

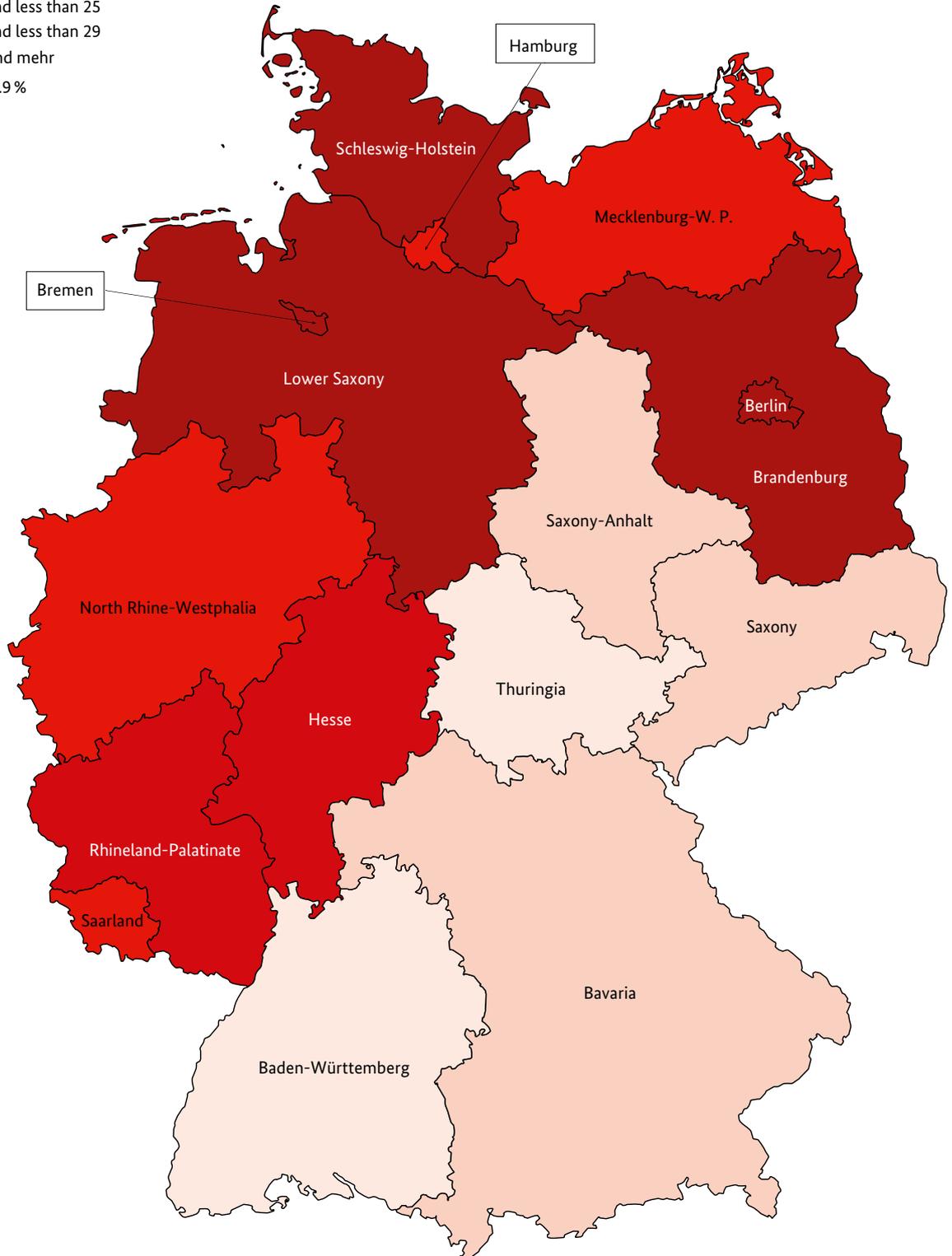
For comparison: The percentage of women in executive positions of the supreme federal authorities was 15.9% in December 2015.

Percentage of women in executive positions in supreme state authorities 2015

Women's share (%)

- Less than 17
- 17 and less than 21
- 21 and less than 25
- 25 and less than 29
- 29 und mehr

Mean: 23.9 %



1.7 Executive Positions in the Judiciary

Indicator Description:

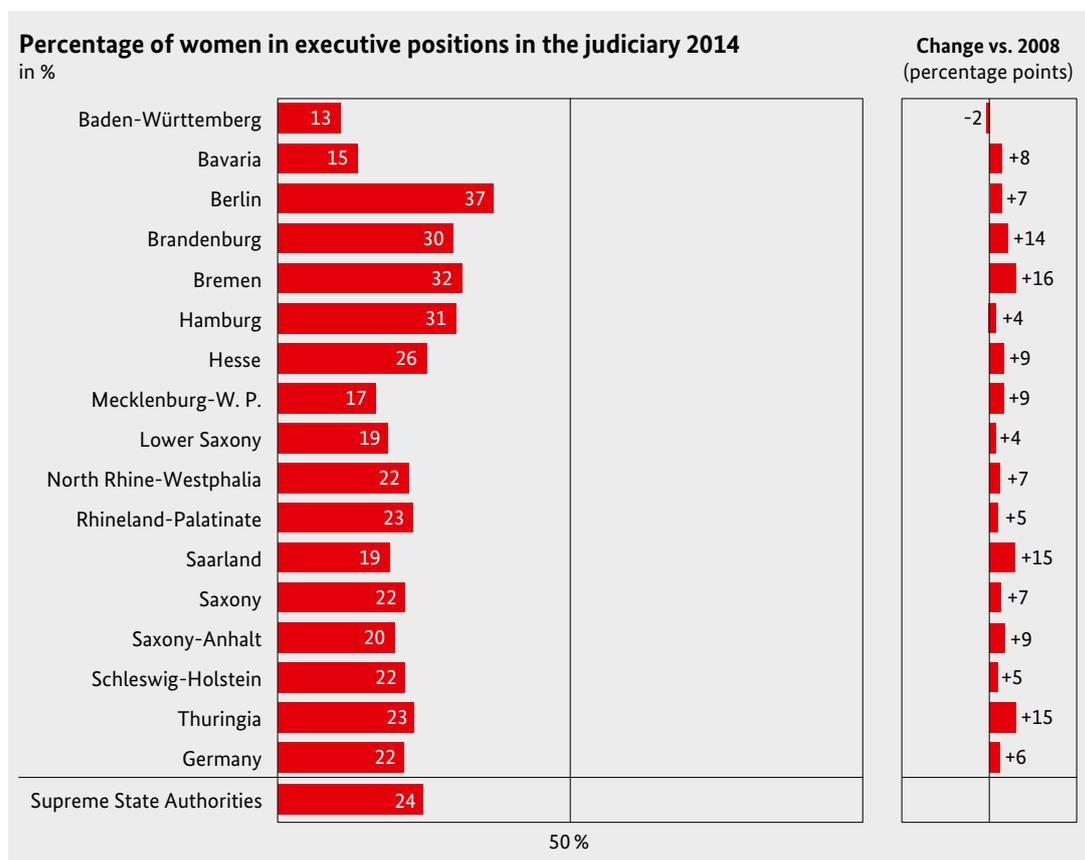
Definition: Percentage of women holding top positions in the judiciary (judges and public prosecutors).

Methodological Notes: The chart shows top positions ranging from salary group R3 to maximum R10 (according to the federal pay scale for judges/public prosecutors).

Data Source: Personnel statistics 2007 and 2014.

The indicator shows women's representation in top leadership and management positions in the judiciary. It indicates:

- The percentage of women in top positions
- Personnel planning and development in the subordinate hierarchical levels
- A culture which enables women to reach the top
- The potential to appoint women to committees



In 2014, there were a total of 1,584 top positions in the courts and public prosecution offices. Of these, 341 were held by women, representing a share of 21.5%. Comparing the German states, the percentage of women ranged from 13.0% to 36.7%.

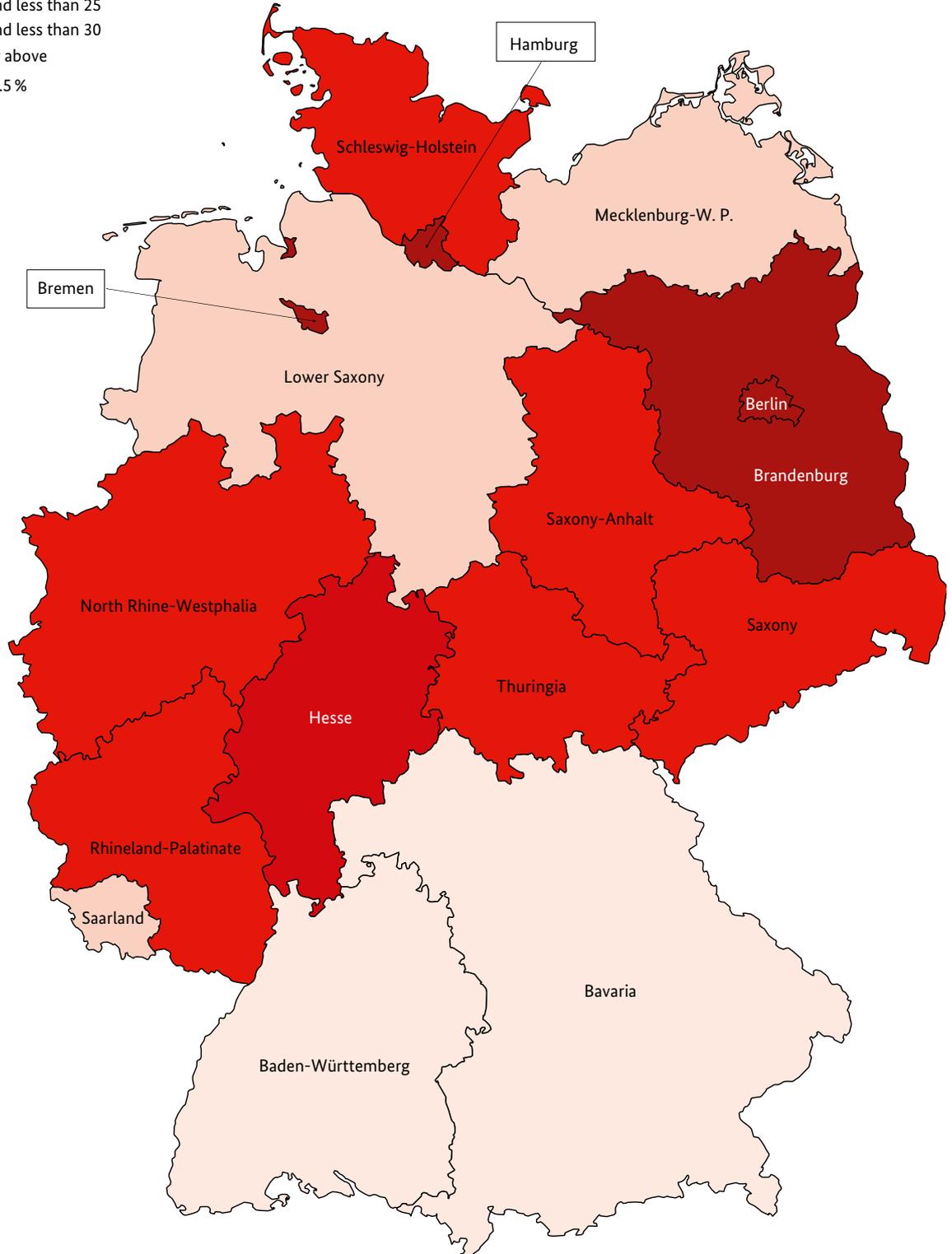
For comparison: In the federal government, of the 415 top positions (excluding judges at the Federal Constitutional Court (Bundesverfassungsgericht), 101 (24.3%) were held by women.

Percentage of women in executive positions in the judiciary 2014

Women's share (%)

- Less than 15
- 15 and less than 20
- 20 and less than 25
- 25 and less than 30
- 30 or above

Mean: 21.5 %



1.8 University Professors

Indicator Description:

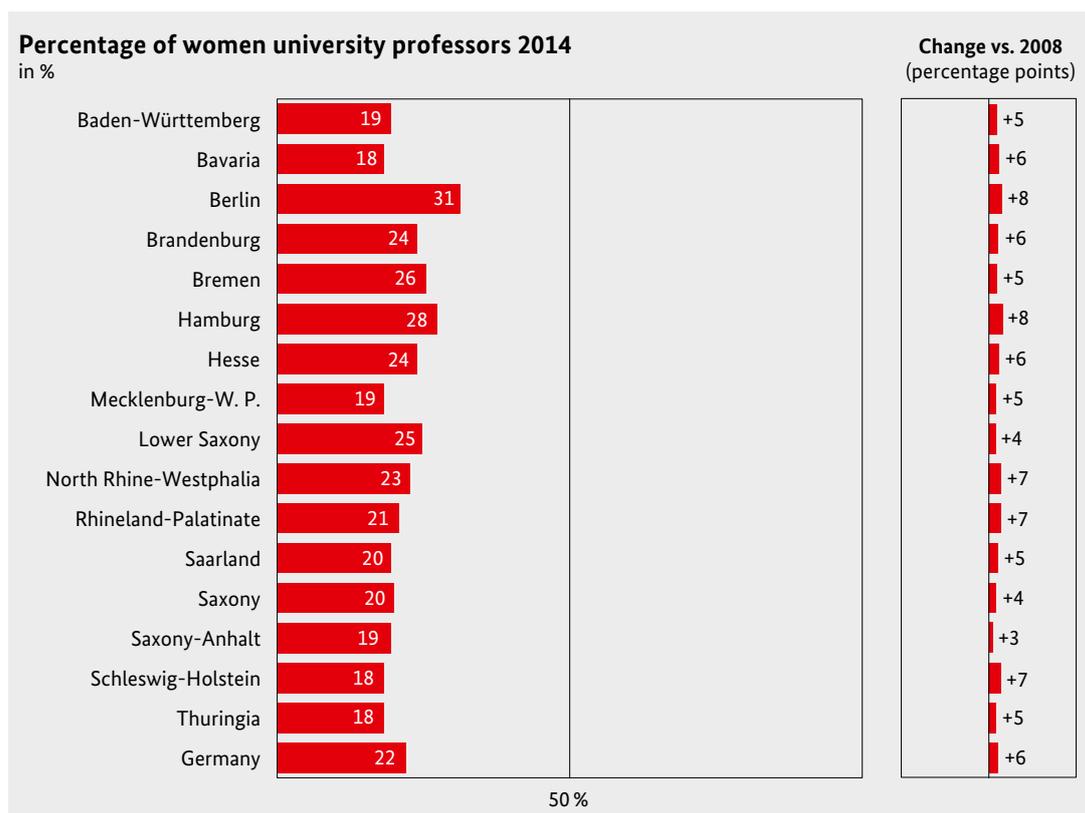
Definition: Percentage of women holding university professorships.

Methodological Notes: Figures are derived from the number of university professors in total and the number of women with university professorships. Included are the salary groups C4, C3, C2 as well as W3, W2 and W1 (junior professorships). Full-time visiting professors are included for 2010. All institutions that offer academic training and that are recognised by state law are included, irrespective of ownership

Data Source: University staff statistics for 2007 and 2014.

The indicator shows the percentage of women with university professorships. It indicates:

- The number of women professors in universities
- The willingness of universities to allow women to contribute to creative and decision-making processes in research and teaching
- Obstacles posed by the structure of the academic landscape which make it difficult for women to follow an academic career and gain access to top positions in research and teaching
- The academic culture at universities
- The potential for appointment women to committees



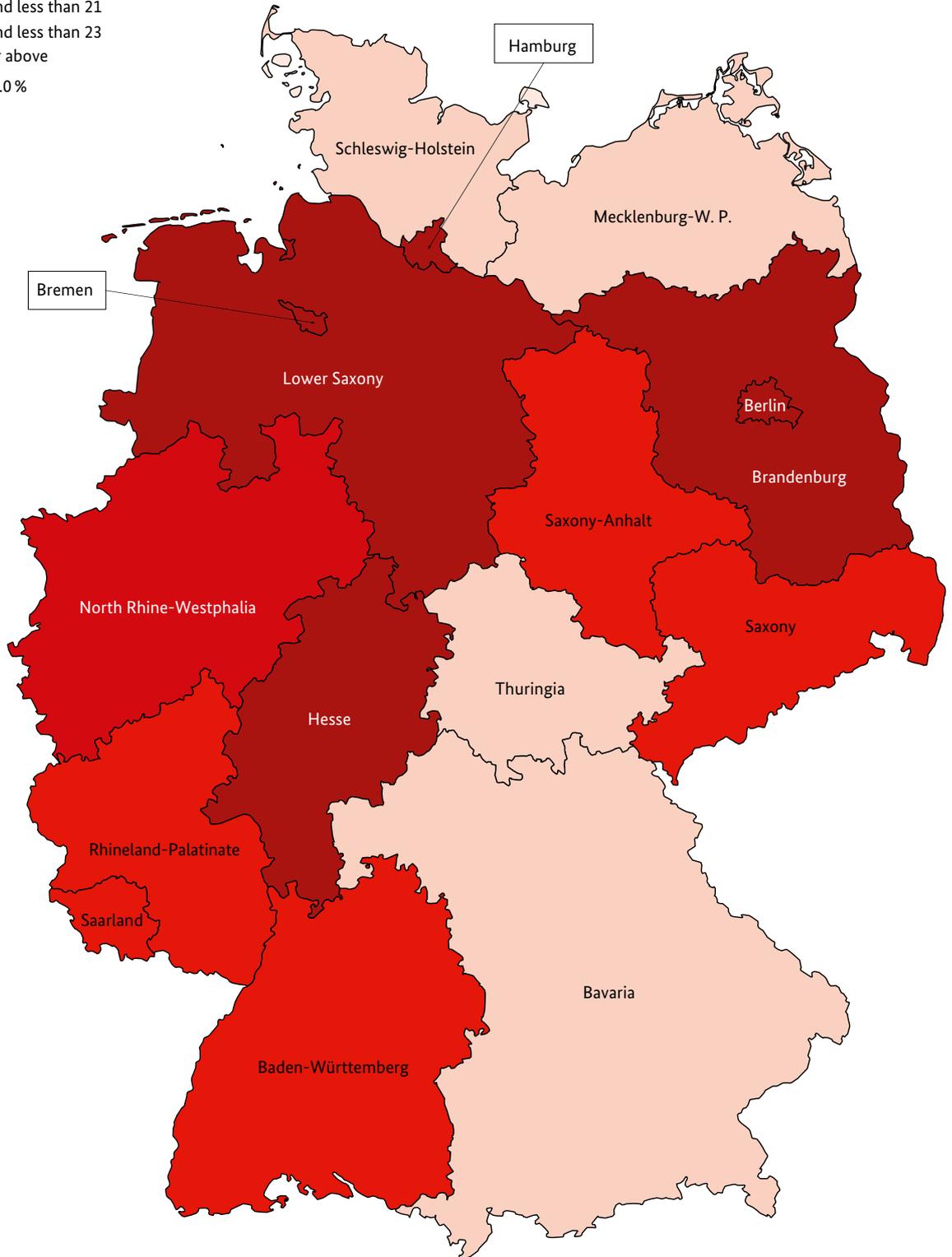
In 2014, out of a total of 45,749 professorship positions at German universities, 10,062 were held by women. The average percentage of women is 22.0%. Comparing the German states, the percentage of women ranged from 18.0% to 31.4%.

Percentage of women university professors 2014

Women's share (%)

- Less than 17
- 17 and less than 19
- 19 and less than 21
- 21 and less than 23
- 23 or above

Mean: 22.0 %



1.9 Junior Professors

Indicator Description:

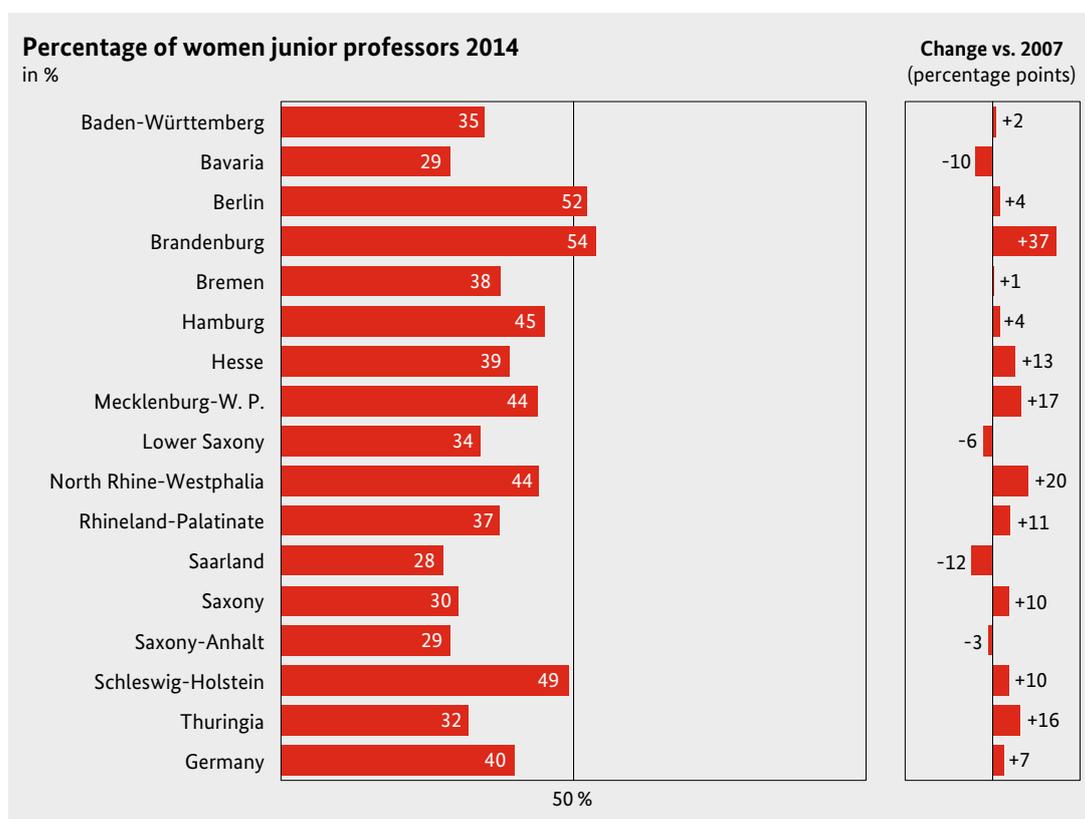
Definition: Percentage of women holding junior professorships.

Methodological Notes: The comparison includes all universities and institutions of equal academic standing offering junior professorships.

Data Sources: University staff statistics for 2007 and 2014.

The indicator shows:

- The existing pool of women preparing themselves for a full professorship through academic qualifications
- The willingness of universities to allow women to contribute to creative and decision-making processes in research and teaching
- Obstacles posed by the structure of the academic landscape which make it difficult for women to gain access to top positions in research and teaching



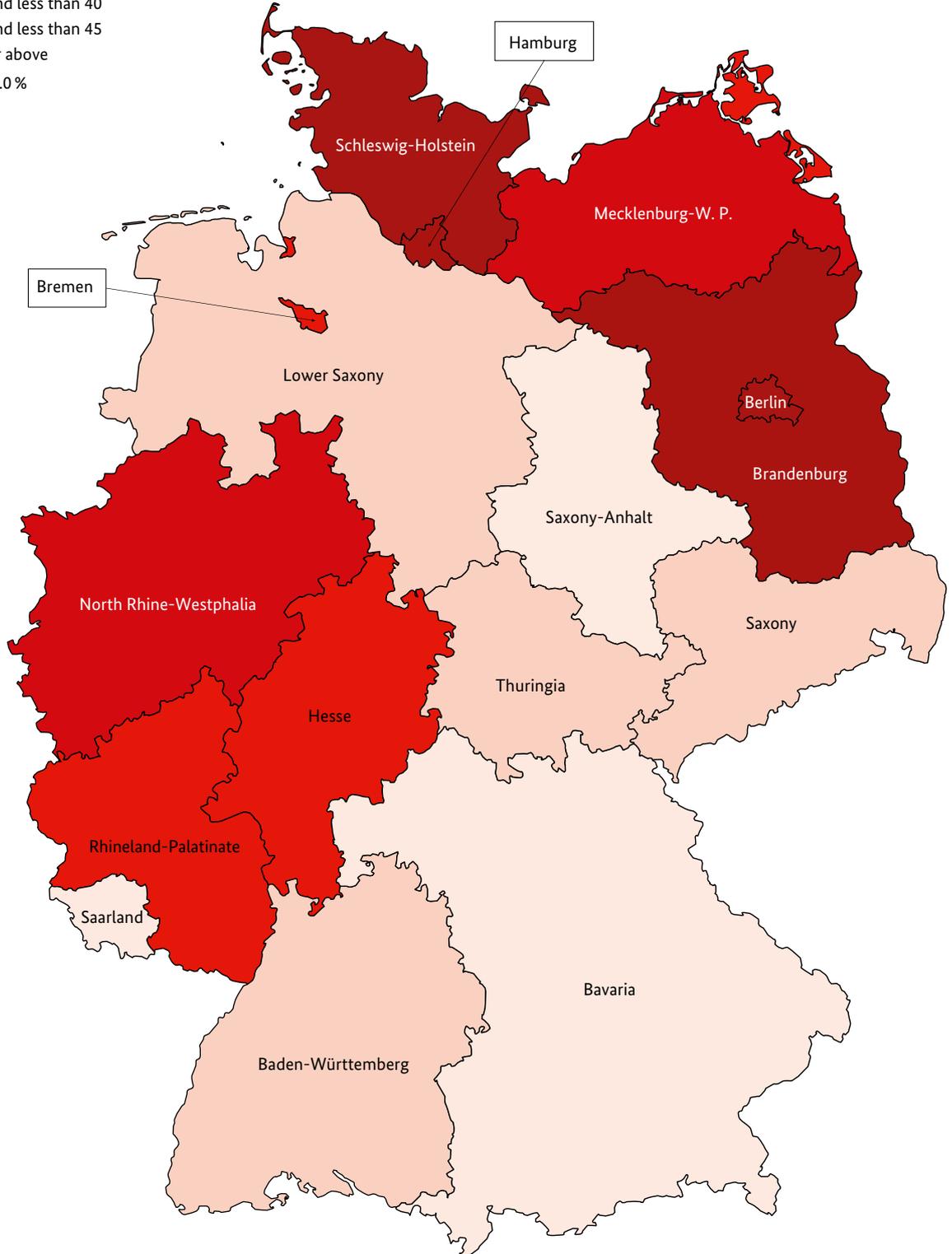
In 2014, out of a total of 1,613 junior professorship positions, 645 were held by women. The average percentage of women is 40.0 %. Comparing the German states, the percentage of women ranged from 27.8 % to 53.8 %.

Percentage of women junior professors 2014

Women's share (%)

- Less than 30
- 30 and less than 35
- 35 and less than 40
- 40 and less than 45
- 45 or above

Mean: 40.0%



1.10 Executive Positions in Private Industry, Top Tier

Indicator Description:

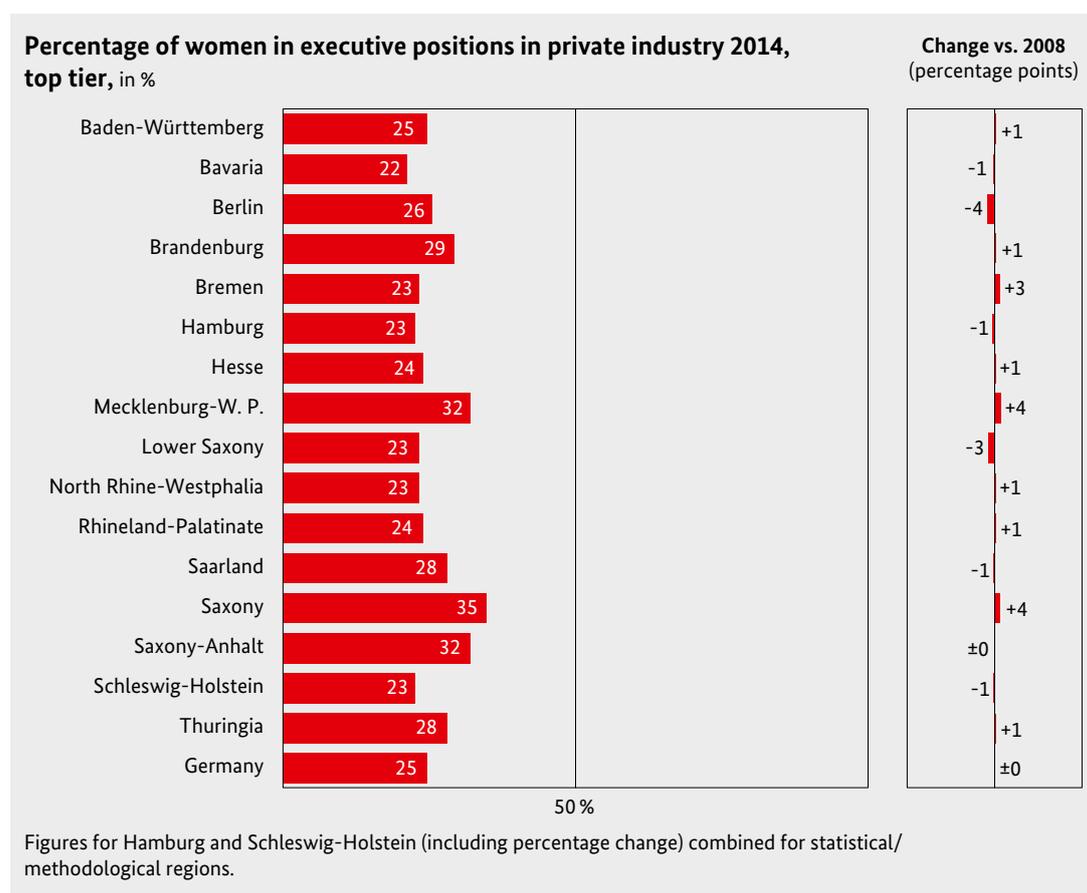
Definition: Percentage of women out of all persons with executive responsibility in the top tier.

Methodological Notes: Top-tier executive positions, as a rule, cover executive management, board members, branch and plant managers as well as owners. Included are businesses with at least one employee with mandatory social security contributions. Public sector employees are not included.

Data Source: IAB panel for 2008 and 2014.

The indicator refers to the presence of women in executive and management positions in private industry. It indicates:

- The representation of women in the management level described above
- Personnel planning and development at the hierarchical levels below the highest level
- A corporate culture enabling women to rise to executive positions
- The potential for appointing women to committees



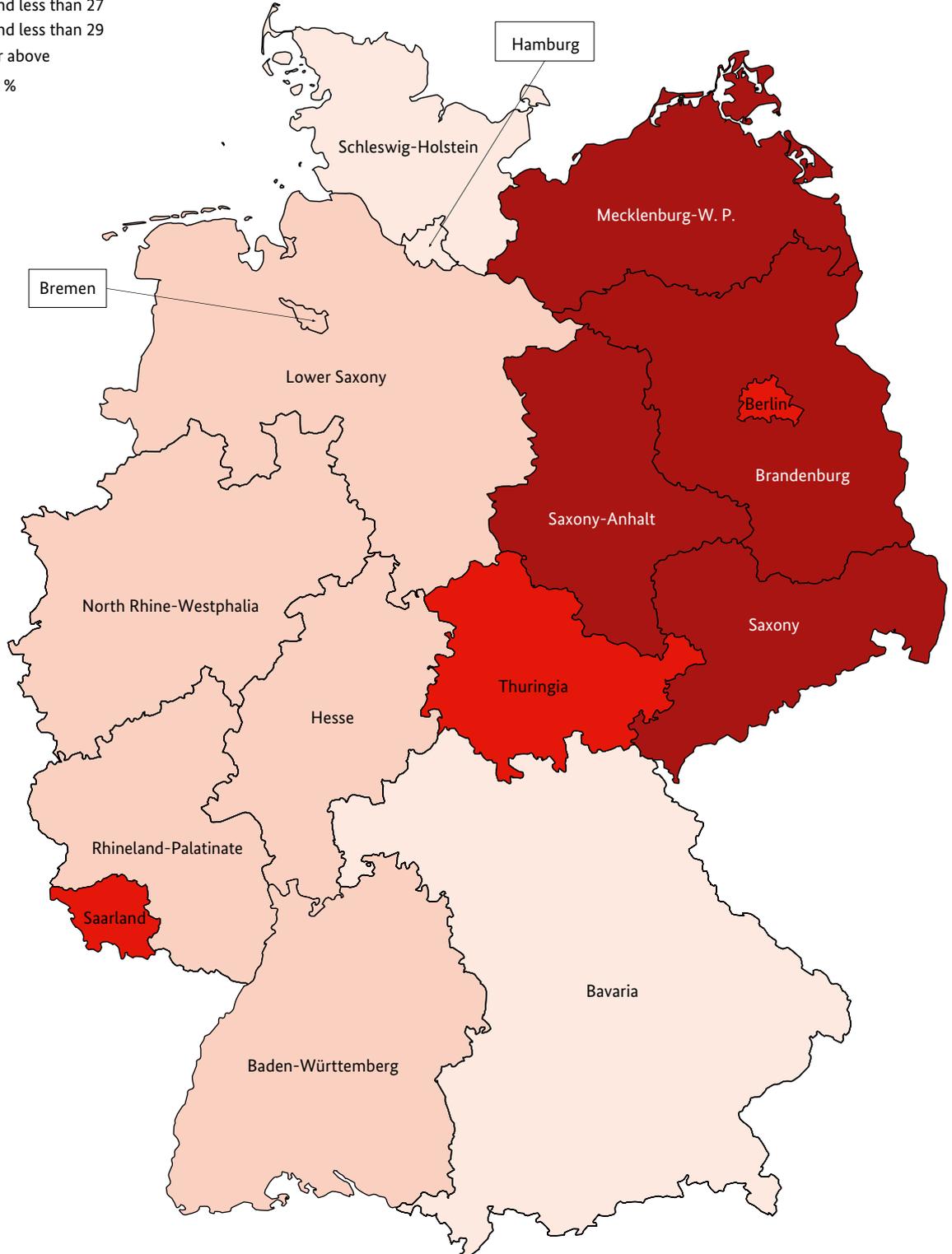
In 2014, 600,000 top executive level positions out of a total of 2.4 million in private industry were held by women. This corresponds to a percentage of women of 25%. In the comparison of German states, the percentage ranged from 22% to 35%. The larger the company, the less likely it is for women to hold top-tier management positions.

Percentage of women in executive positions in private industry 2014, top tier

Women's share (%)

- Less than 23
- 23 and less than 25
- 25 and less than 27
- 27 and less than 29
- 29 or above

Mean: 25 %



Figures for Hamburg and Schleswig-Holstein combined for statistical/methodological regions.

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1.11 Executive Positions in Private Industry, Second Tier

Indicator Description:

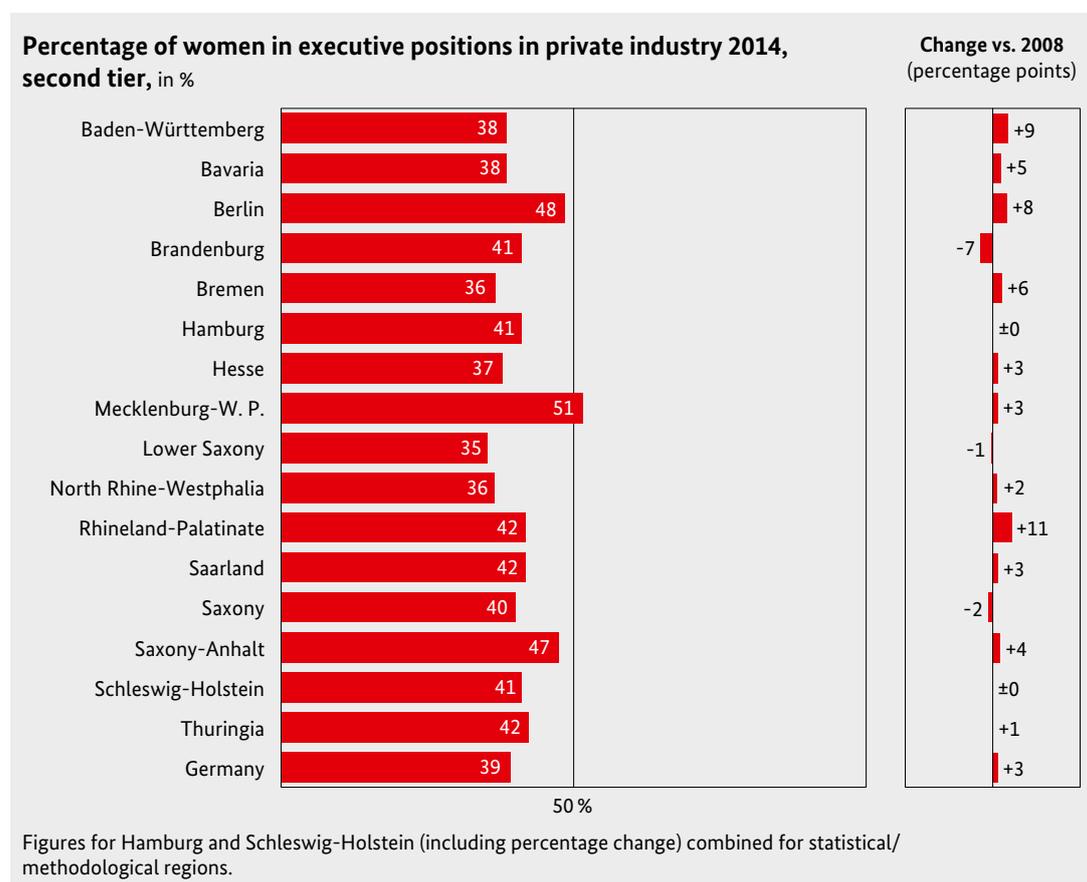
Definition: Percentage of women out of all persons at the executive level in second tier positions.

Methodological Notes: The second tier is directly below the top tier (see Indicator 1.10).

Data Source: IAB panel for 2008 and 2014.

This indicator refers to the presence of women in executive and management positions in private industry. It indicates:

- The representation of women in the management level described above
- Personnel planning and development at the hierarchical levels below the executive level
- A corporate culture enabling women to rise to top positions
- The potential for appointing women to committees
- The glass ceiling



In 2014, 474,000 second-tier executive positions in private industry out of a total of 1.2 million were held by women. This corresponds to a percentage of women of 39%. Comparing the German states, the percentage of women ranged from 34% to 51%.

The percentage of women at the second tier is approximately 14 percentage points higher than at the top tier (25%). However, only 28% of companies have a second-tier management level.

The larger the company, the less likely it is for women to hold second-tier management positions.

Percentage of women in executive positions in private industry 2014, second tier

Women's share (%)

- Less than 37
- 37 and less than 41
- 41 and less than 45
- 45 and less than 49
- 49 or above

Mean: 39 %



Figures for Hamburg and Schleswig-Holstein combined for statistical/methodological regions.

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Overview of Indicators in Part I. Participation

Indicator		Germany	Change in Percentage Points
1.1	Percentage of women in state parliaments 2015	32 %	±0*
1.2	Percentage of women in administrative district and municipal councils 2015	27 %	+2*
1.3	Percentage of women heads of government, ministers and senators in state governments 2015	38 %	+12*
1.4	Percentage of women state secretaries and equivalent positions in ministries of the German states 2015	26 %	+11*
1.5	Percentage of women in top positions in district and municipal administrations in large German states (Länder) and in district administrations in city states 2015	11 %	±0*
1.6	Percentage of women in executive positions in supreme state authorities 2015	24 %	+9*
1.7	Percentage of women in executive positions in the judiciary 2014	22 %	+6*
1.8	Percentage of women university professors 2014	22 %	+6**
1.9	Percentage of women junior professors	25 %	+7*
1.10	Percentage of women in executive positions in private industry 2014, top tier	25 %	±0*
1.11	Percentage of women in executive positions in private industry 2014, second tier	39 %	+3*

* Change versus 2007

** Change versus 2008

II.

Education, Career Choices and Academic Qualifications

As the industrialised society rapidly becomes a knowledge society, education and training play an ever greater role. This applies to the capacity of society as a whole to remain competitive, innovative and cohesive, but also to the individual's opportunities on the job market, earning opportunities and participation in society.

Clear gender-specific differences are evident. More young women than young men have higher education qualifications. However, it must be noted that the data from the general school system does not fully reflect second chance or catch-up figures. This is where young men rather than young women tend to study for school qualifications they did not achieve at school. This trend can only be observed when looked at from the life career perspective, as seen in the German Government's First Gender Equality Report.⁴ The data does not include lower-secondary school qualifications as there is hardly any evidence of gender-specific differences.

The indicators selected to provide examples for career choices are 'Vocational Training in Healthcare Professions' and 'Vocational Training for Technical Professions'. Traditionally, the vocational training system in Germany has been divided. On the one hand, there is the 'dual education' system, in which men form the majority; on the other, there is a full-time schooling system in which women are in the majority. Many typically female occupations, especially in the medical and social services sectors, suffer from a comparatively low level of professionalism due to non-standardised qualification profiles and a lack of national standards in school-based vocational training. As a result, average wages in these professions tend to be lower.⁵

'Engineering Sciences' and 'Primary School Teachers' have been selected as indicators exemplifying academic subjects typically chosen by men and women respectively. Against the backdrop of demographic change and the associated decline in the number of people available for employment, an increasing lack of skilled workers is emerging. Particularly in the natural sciences and technology sector, the growing demand for skills gives rise to greater recruitment of young women with the appropriate qualifications. A comparable approach aimed at recruiting young men to social work, childcare, and nursery and general teaching professions can also be observed.

4 1st Gender Equality Report of the German Federal Government, 'Neue Wege – Gleiche Chancen: Gleichstellung von Frauen und Männern im Lebensverlauf', p. 87.

5 See *ibid.* p. 93 ff

2.1 Early Leaving from Schools of General Education

Indicator Description:

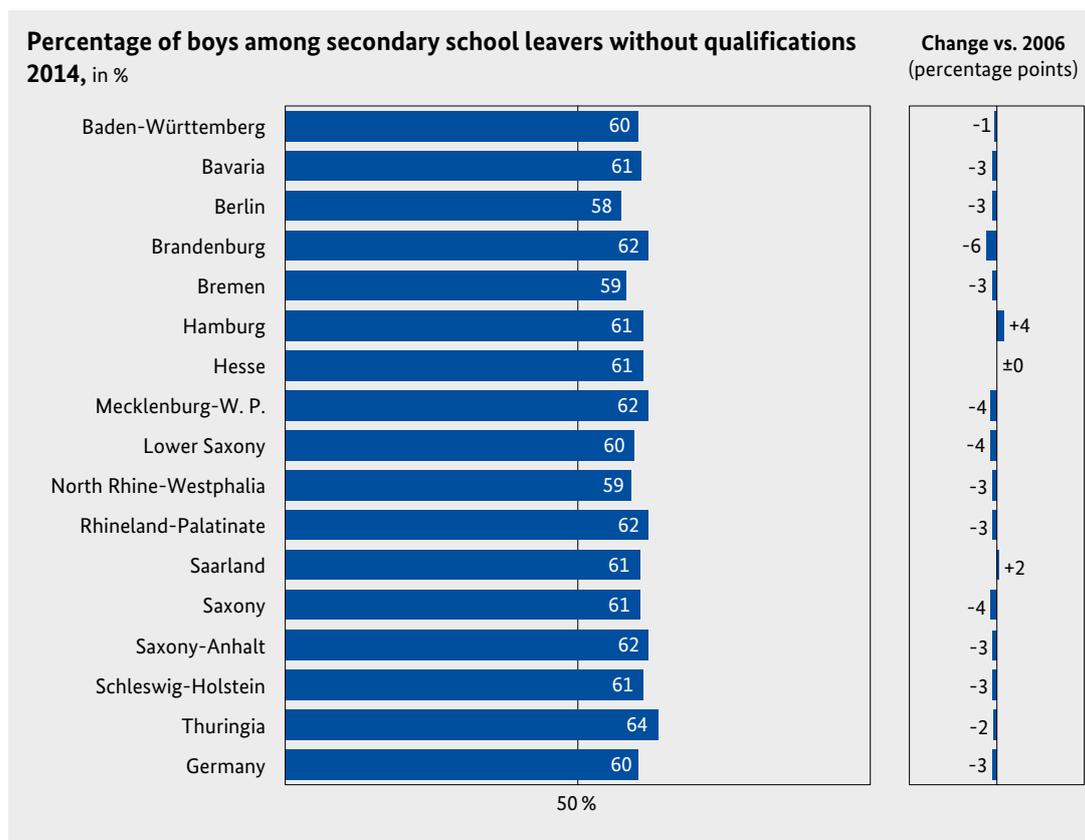
Definition: Percentage of boys among pupils leaving schools of general education early, with no qualifications.

Methodological Notes: Included are early leavers from public and private schools of general education.

Data Source: Statistics for schools of general education (graduation years 2006 and 2014).

The indicator shows the percentage of boys in the number of early leavers. It indicates:

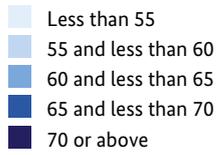
- A possible gender bias in the school environment
- The level of implementation of gender-specific teaching methods
- The level of gender competence in everyday school life



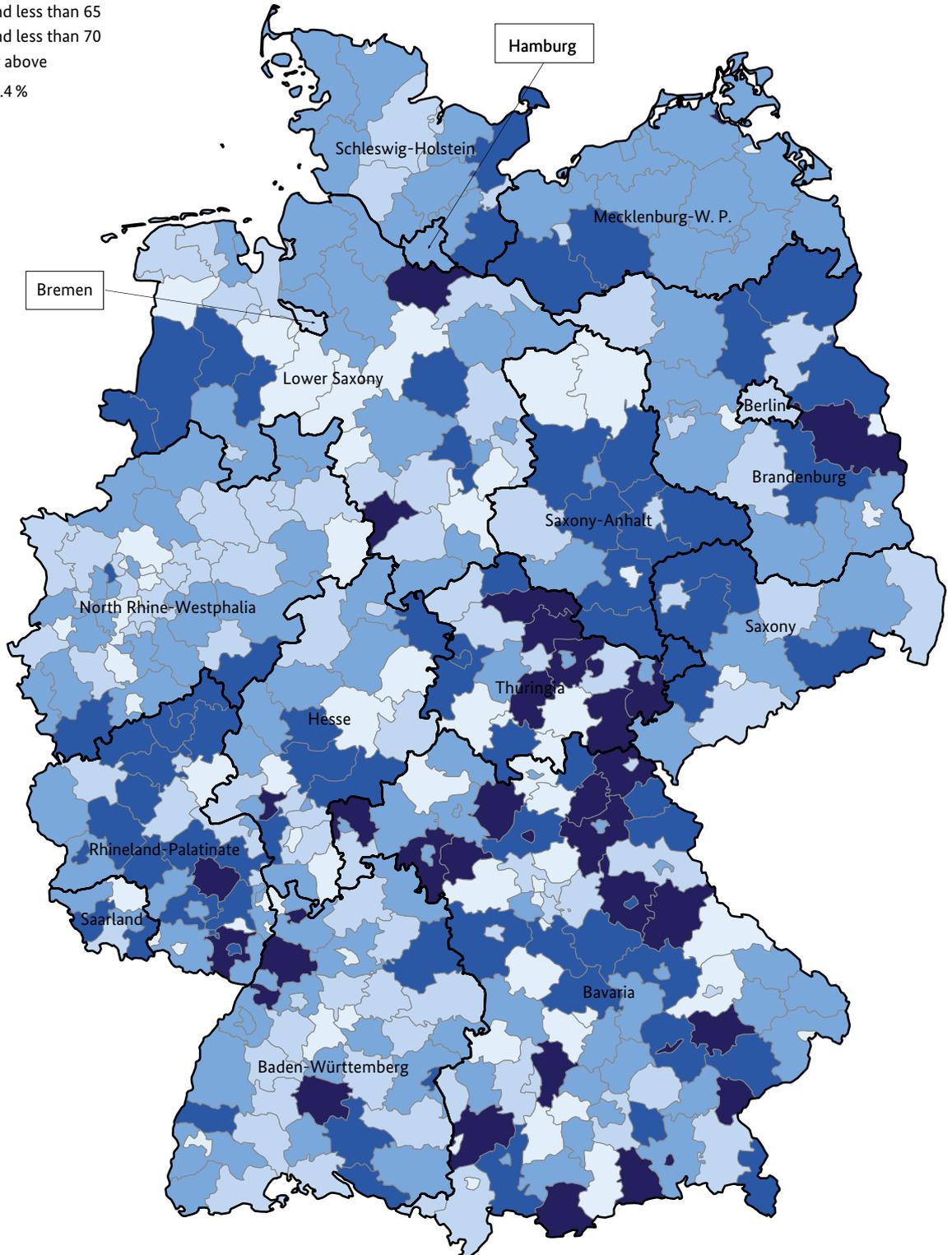
Of the 46,950 early leavers from schools of general education in the graduation year 2014, 28,348 were boys. This amounts to a national average of 60.4%. In the comparison of German states, the percentage of boys ranged from 57.5% to 63.9%

**Percentage of boys among secondary school leavers without qualifications 2007,
by administrative district/municipality**

Boys (%)



Mean: 60.4 %



2.2 Graduation from Schools of General Education with Secondary Modern School Certificate (Hauptschulabschluss)

Indicator Description:

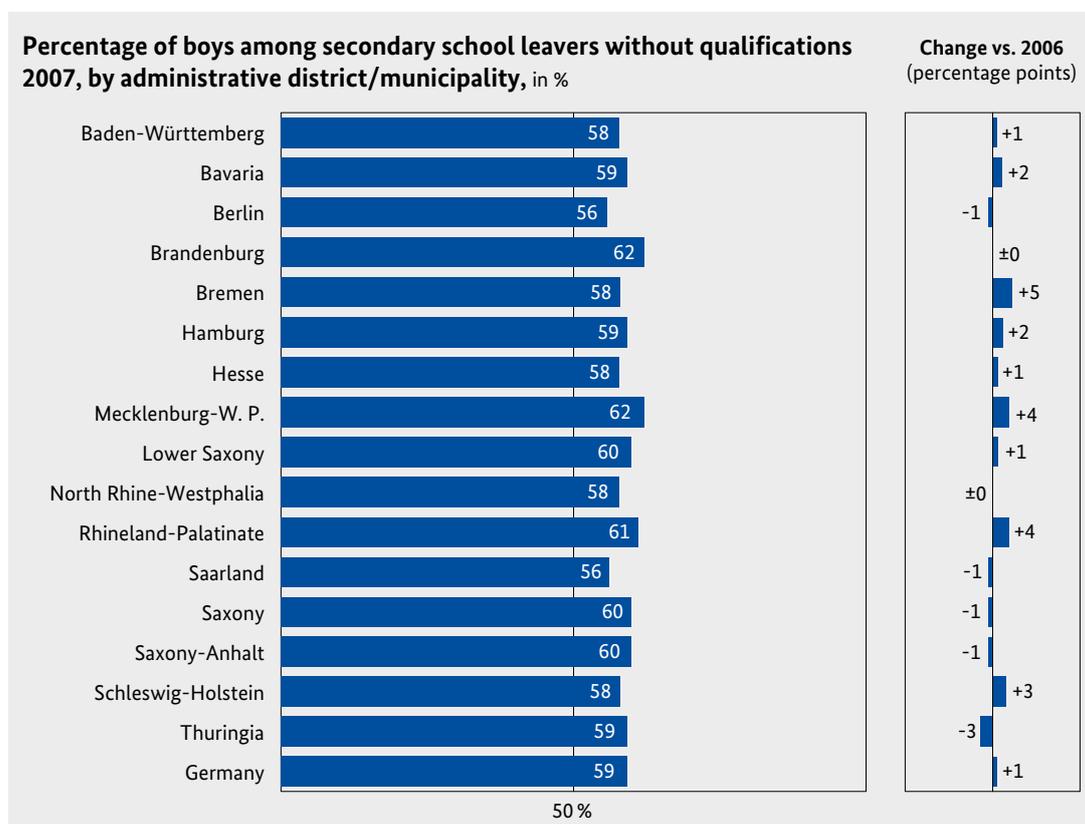
Definition: Percentage of boys among graduates from schools of general education with secondary modern school certificate.

Methodological Notes: Included are graduations from public and private schools of general education. In some cases, this certificate may be acquired from vocational schools. In practice, more boys than girls make use of this latter opportunity. This is not, however, shown in the indicator.

Data Source: Statistics for schools of general education (graduation years 2006 and 2014).

The indicator shows:

- A possible gender bias in the school environment
- The level of implementation of gender-specific teaching methods
- The level of gender competence in everyday school life



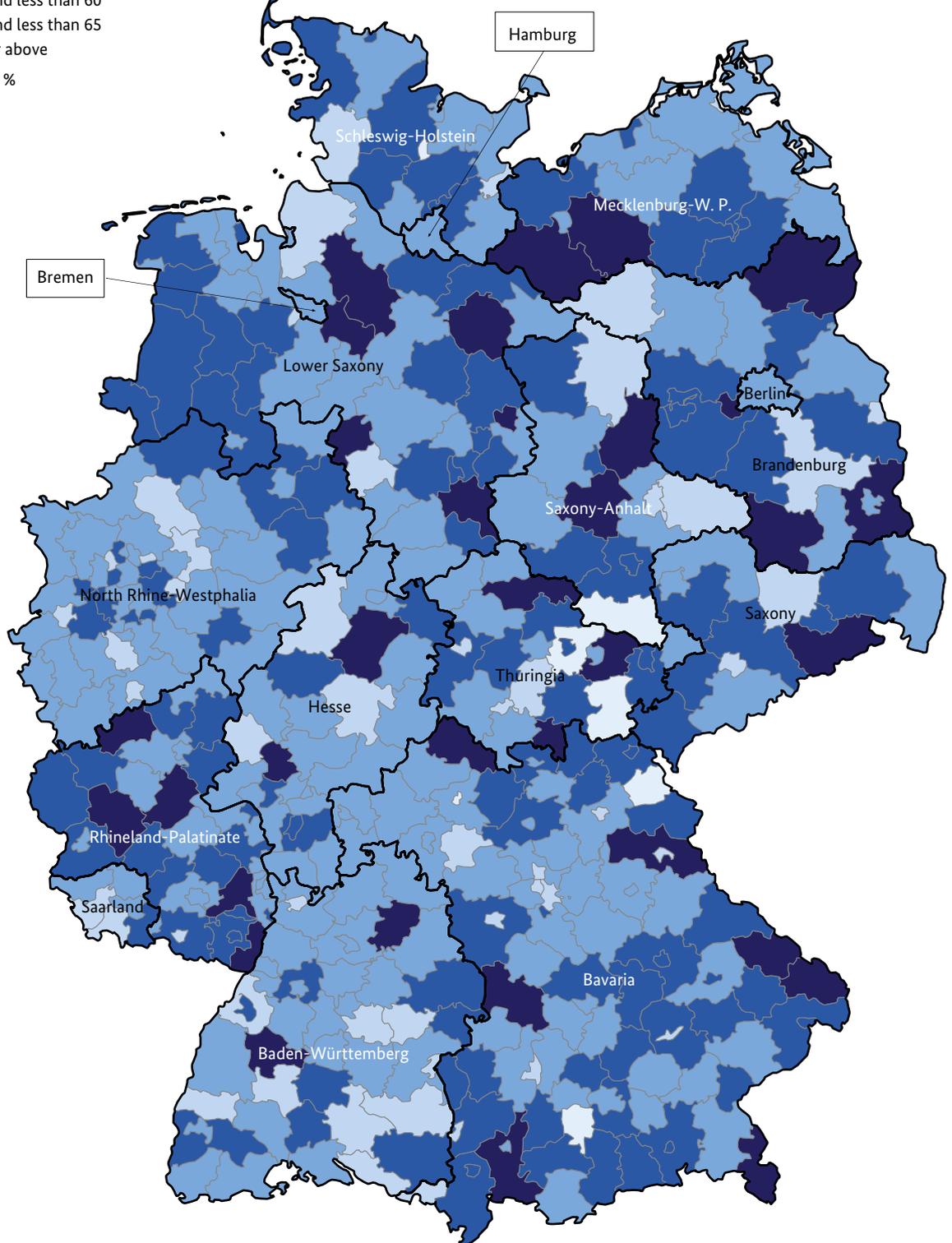
Of the 146,649 graduates (including external graduates) from schools of general education with a secondary modern school certificate (Hauptschulabschluss) in the graduation year of 2014, 86,078 were male. This amounts to an average of 58.7%. Comparing the German states, the percentage of boys ranged from 55.8% to 62.1%.

Percentage of boys among secondary school leavers with Hauptschulabschluss qualification 2014, by administrative district/municipality

Boys (%)

- Less than 50
- 50 and less than 55
- 55 and less than 60
- 60 and less than 65
- 65 or above

Mean: 59 %



2.3 Graduation from Schools of General Education with University Entrance Qualification (Hochschulreife)

Indicator Description:

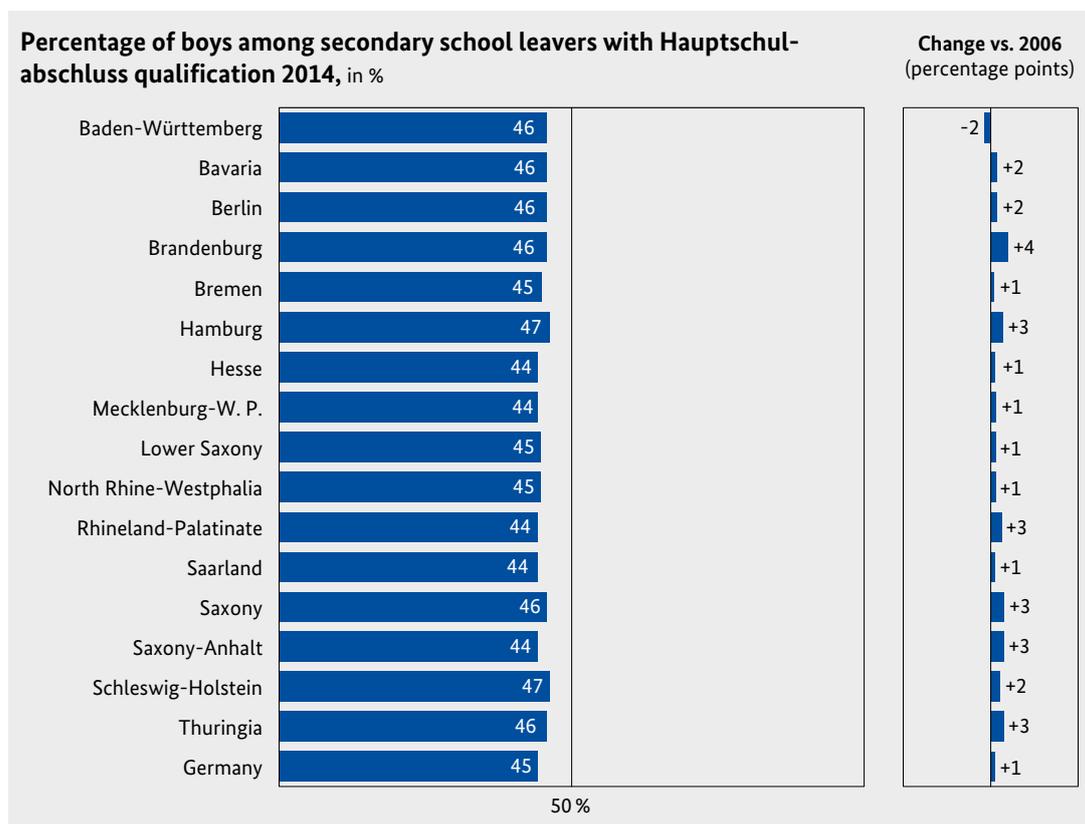
Definition: Percentage of boys among graduates from schools of general education with Hochschulreife (university entrance qualification).

Methodological Notes: Included are all graduates from public and private schools of general education. Graduates from schools of general education with entrance qualification to universities of applied science (Fachhochschulreife) are not included, since this qualification cannot be obtained at schools of general education in all German states.

Data Source: Statistics for schools of general education (graduation years 2006 and 2014).

The indicator shows:

- A possible gender bias in the school environment
- The level of implementation of gender-specific teaching methods
- The level of gender competence in everyday school life
- A gender-specific educational divide in the upper segment



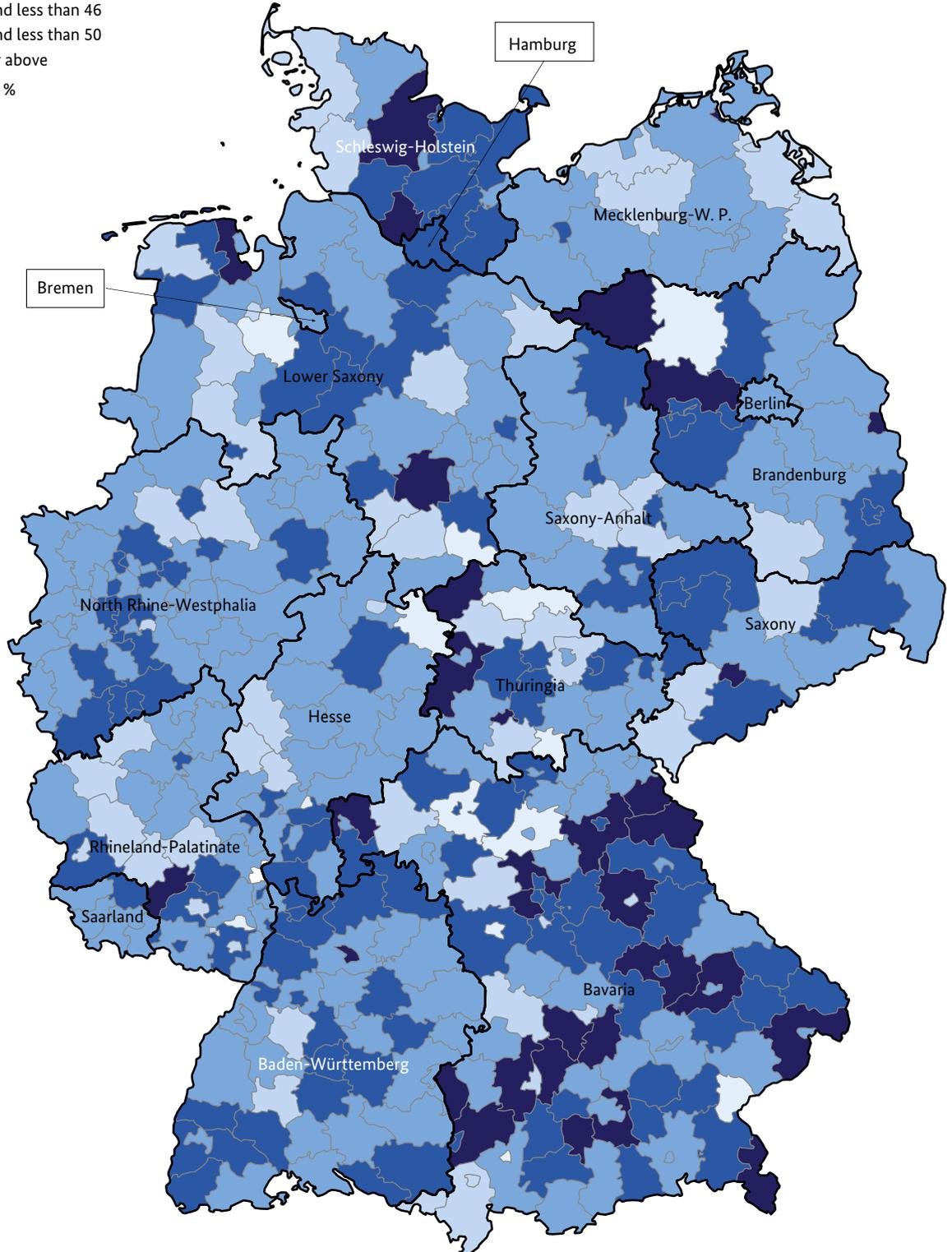
Of the 280,490 pupils graduating from schools of general education with a university entrance qualification (Hochschulreife) in the graduation year 2014, 127,019 were male. This is an average of 45.3%. In the comparison between the German states, the percentage of boys ranged from 43.6% to 46.8%.

Percentage of boys among secondary school leavers with Hochschulreife university entrance qualifications 2014, by administrative district/municipality

Boys (%)

- Less than 38
- 38 and less than 42
- 42 and less than 46
- 46 and less than 50
- 50 or above

Mean: 45 %



Bamberg and Schweinfurt administrative districts lack schools awarding university entrance qualifications.

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2.4 Secondary School Graduates with University Entrance Qualification

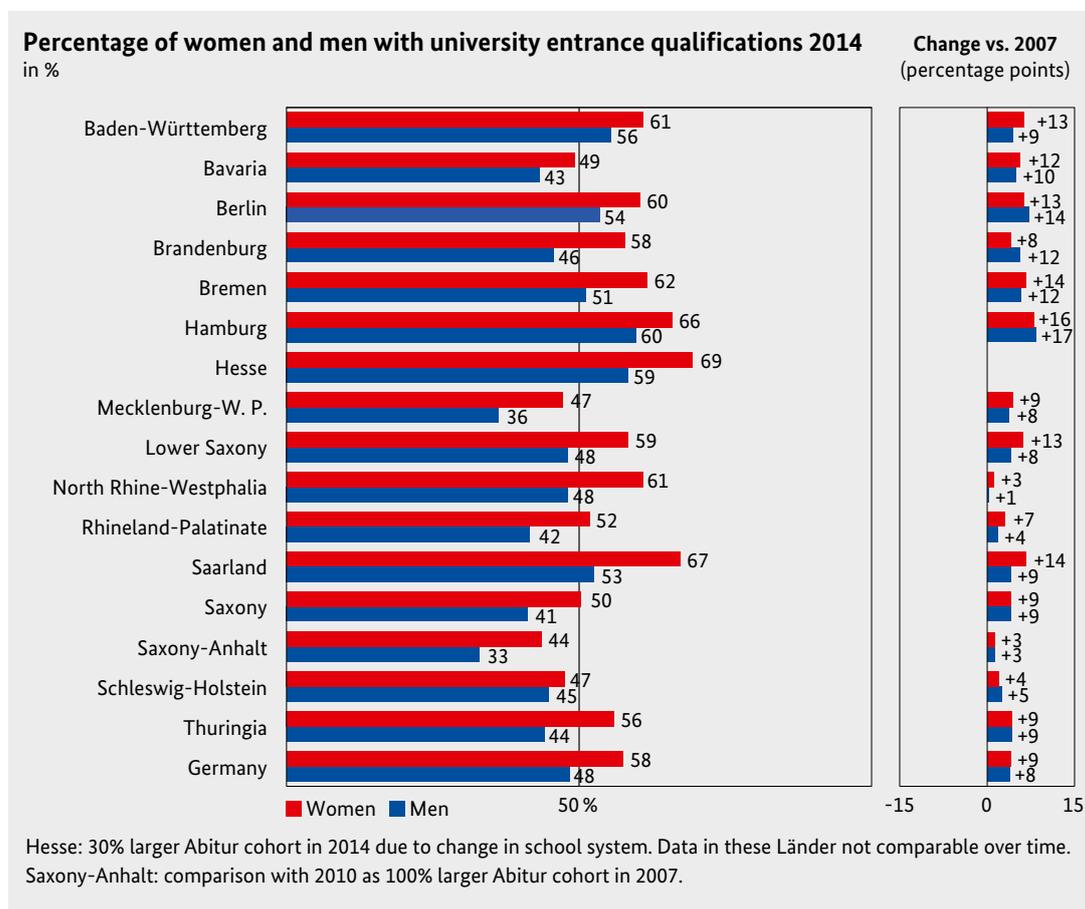
Indicator Description:

Definition: Percentage of school graduates with a school-leaving certificate qualifying them for academic study at a university or a university of applied sciences.

Methodological Notes: This figure reflects the percentage of school leavers with a university entrance qualification among the corresponding population on December 31 of the previous year. Quotas are calculated for individual age groups and added together.

Data Source: Statistics for schools of general education and vocational schools (school years 2006/2007 and 2013/2014); updated population figures 2006 und 2013.

Broken down by gender, this indicator illustrates the percentage of holders of university entrance qualifications among the same age group in the population as a whole. It identifies the gender gap among school leavers with certificates qualifying them for university study.



An average of 52.8% of school leavers gained university entrance qualifications in Germany in 2014. The figure for women, at 57.5%, was higher than for men (48.3%).

Comparing the German states, the percentage in 2014 ranged from 43.5% to 67.3% for women and from 33.2% to 59.7% for men (Hesse is not included due to the 1.3-fold rise in the number of school students taking Abitur following a change in the school system). In all German states, the percentage of university entrance qualifications was higher for women than it was for men.

Women and men with university entrance qualifications 2014 (indexed basis)

Index: Percentage of women with university entrance qualifications when percentage for men set equal to 100.

- Less than 118
- 118 and less than 122
- 122 and less than 126
- 126 and less than 130
- 130 or above

Mean: 119



Hesse: 30% larger Abitur cohort in 2014 due to change in school system

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2.5 Career Choice: Vocational Training in Healthcare Professions

Indicator Description:

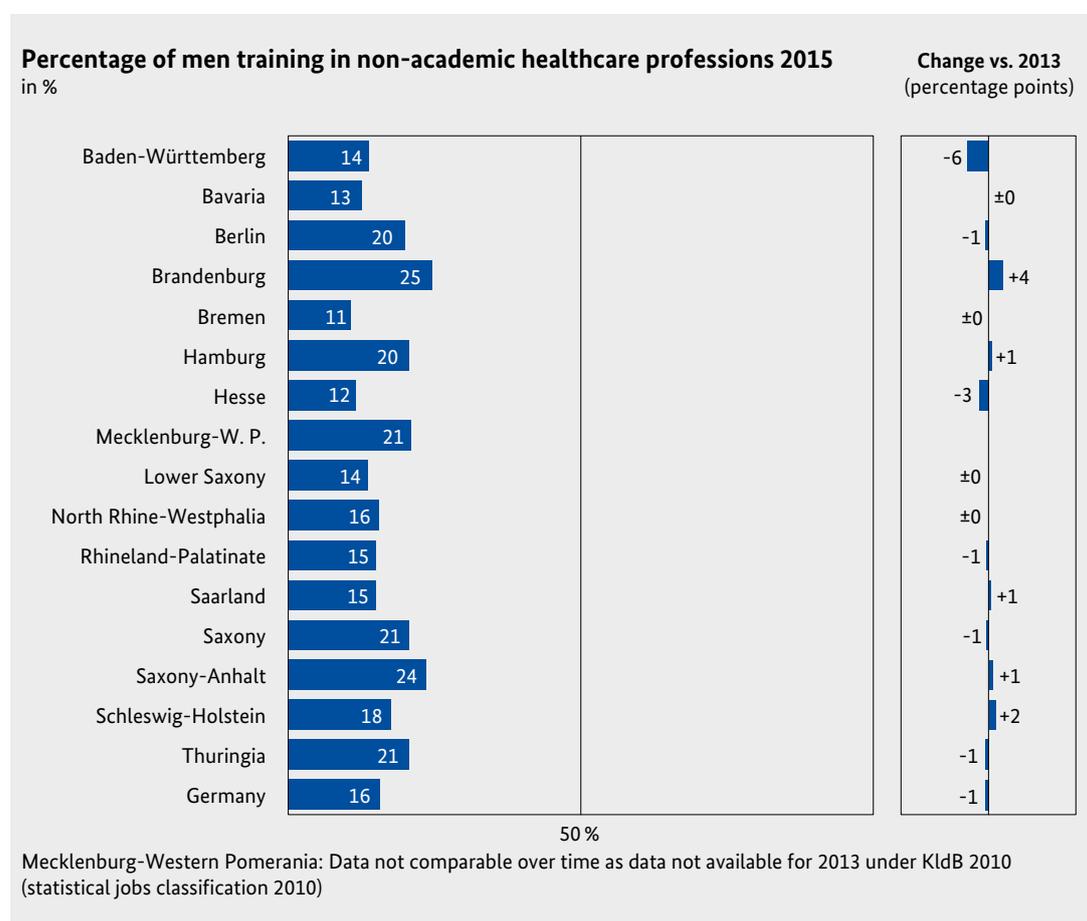
Definition: Percentage of men among all apprentices currently being trained for a non-academic profession in the healthcare sector.

Methodological Notes: Non-academic medical healthcare occupations cover careers in healthcare which are involved in the promotion of health, in medical therapy and in rehabilitation, not including the work of physicians. Training for these occupations is mostly done by way of full-time schooling. In the 2010 occupational classification, these come under occupational groups 811, 812, 813 and 817 (excluding 8114 and 8124).

Data Source: Statistics for vocational schools (school years 2012/2013 and 2014/2015)

The indicator shows the interest among men in training for non-academic medical healthcare occupations. It shows:

- Gender-specific behaviour in choosing a career
- Progress in overcoming the division into typically female and typically male occupations



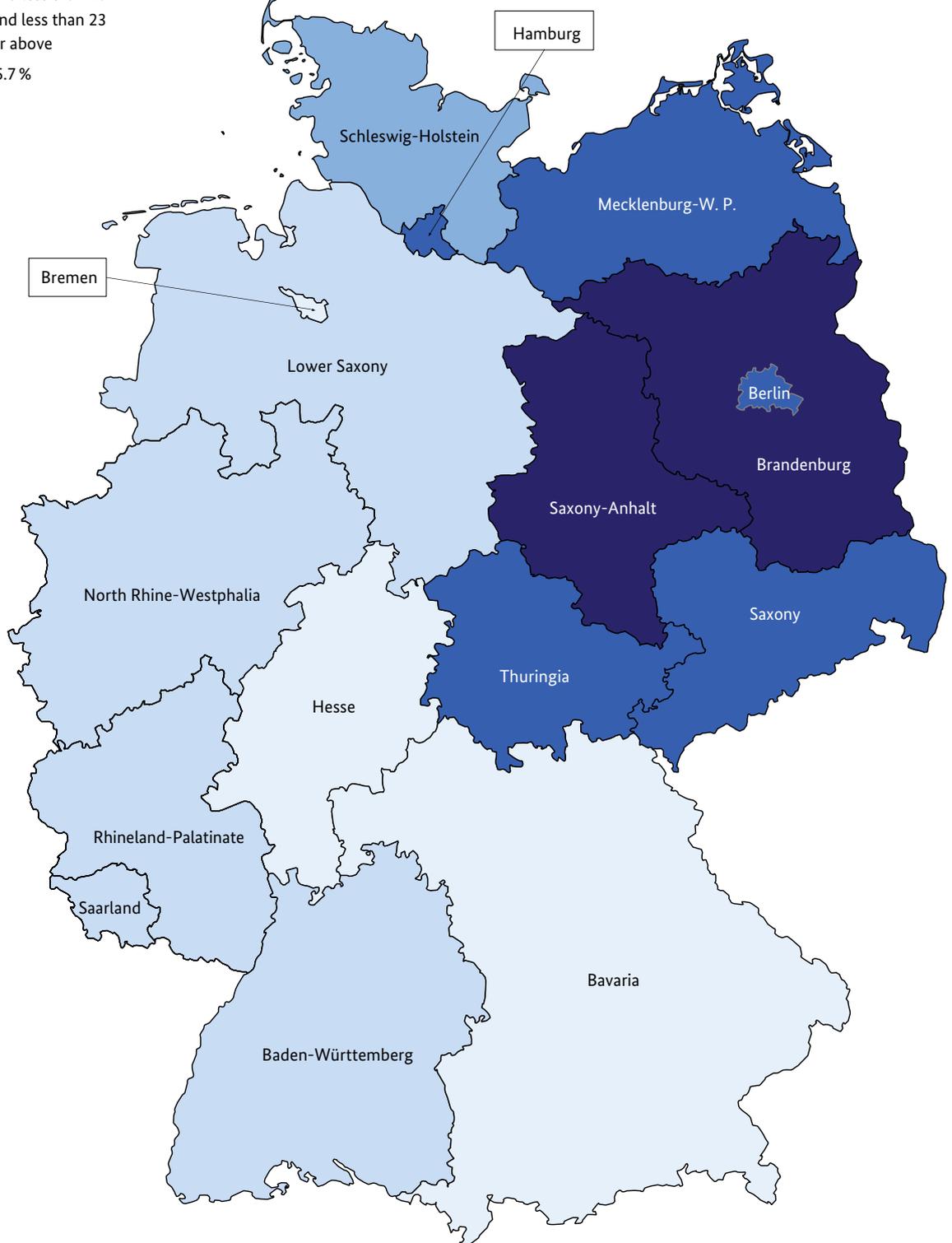
In 2015, 205,269 students were in training for a non-academic medical healthcare occupation, 15.7% of whom (32,162) were men. Comparing the German states, the percentage of men ranged from 10.6% to 24.6%.

Percentage of men training in non-academic healthcare professions 2015

Men's share (%)

- Less than 14
- 14 and less than 17
- 17 and less than 20
- 20 and less than 23
- 23 or above

Mean: 15.7 %



2.6 Career Choice: Vocational Training for Technical Professions

Indicator Description:

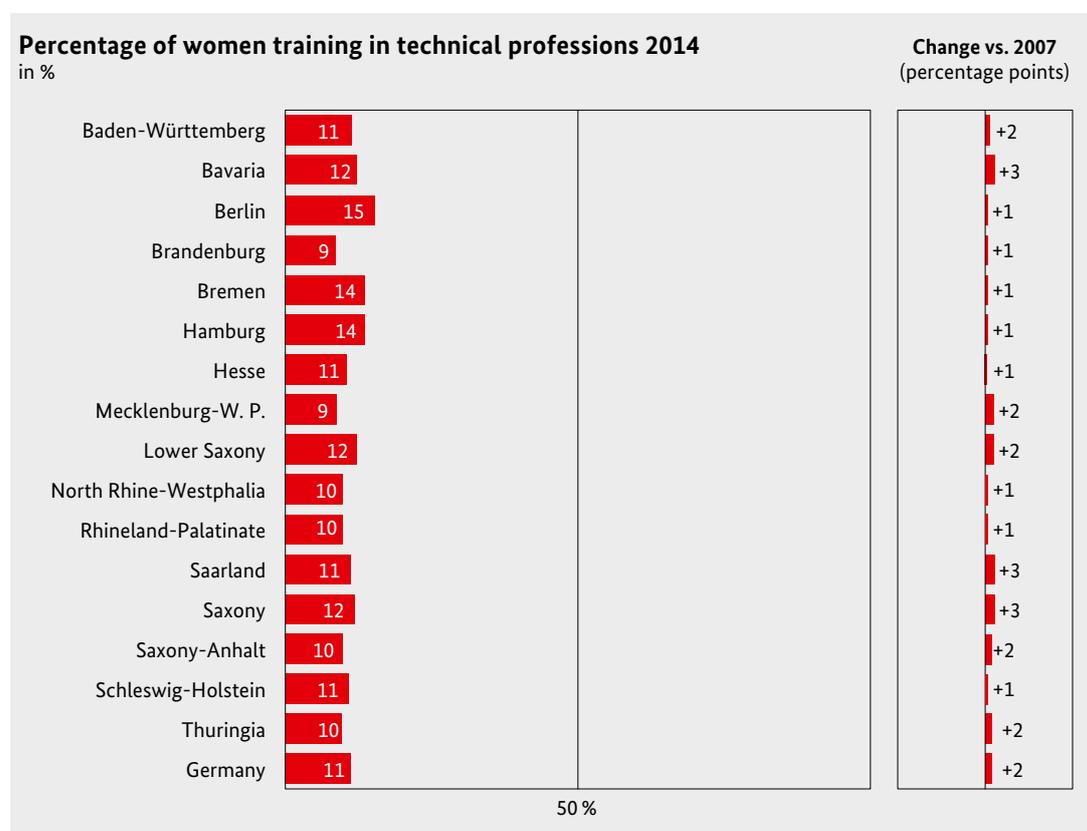
Definition: Percentage of women out of all apprentices currently being trained for a profession in the technology sector in the dual vocational system.

Methodological Notes: The professions selected for this indicator are found in the list of Occupations Requiring Technical Training in the Dual System (under the Vocational Training Act (BBiG) or Trades and Crafts Code (HwO)), Germany 2014/2007. This list does not indicate if training for the listed occupations is offered in all German states.

Data Source: Statistics for vocational education, 2007 and 2014.

The indicator represents women's interest in training for a technical occupation. It shows:

- Gender-specific behaviour in choosing a career
- Progress in overcoming the division into typically female and typically male occupations



There were a total of 431,028 apprentices training for a technical occupation in 2014, 48,242 (or 11.2%) of whom were women. Comparing the German states, the percentage of women ranged from 8.6% to 15.3%.

Percentage of women training in technical professions 2014

Women's share (%)

- Less than 9
- 9 and less than 11
- 11 and less than 13
- 13 or above

Mean: 11.2 %



2.7 Choice of Academic Subjects: Engineering Sciences

Indicator Description:

Definition: Percentage of women sitting final exams in engineering sciences.

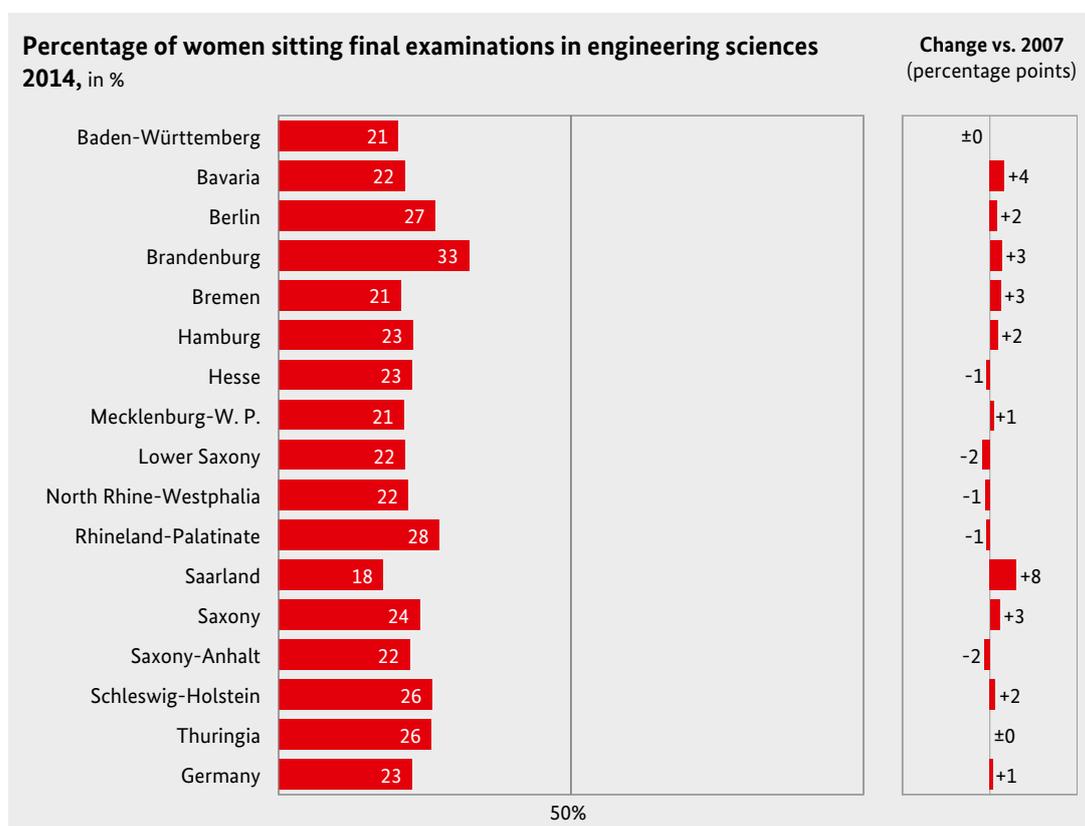
Methodological Notes: The engineering sciences include general engineering, mechanical engineering/process engineering, electrical engineering, architecture/interior design and civil engineering. Exams included in this statistic are the final exams at the end of university studies (including doctorates), whether or not they were passed.

Data Source: Statistics for examinations 2007 and 2014.

The indicator represents women's interest in studying a male-dominated academic subject.

It indicates:

- Gender-specific behaviour in choosing an academic subject by men and women
- The impact of traditional role models on the career choices of women and men
- The gender-specific division into typically male and typically female subjects or majors and that of the labour market



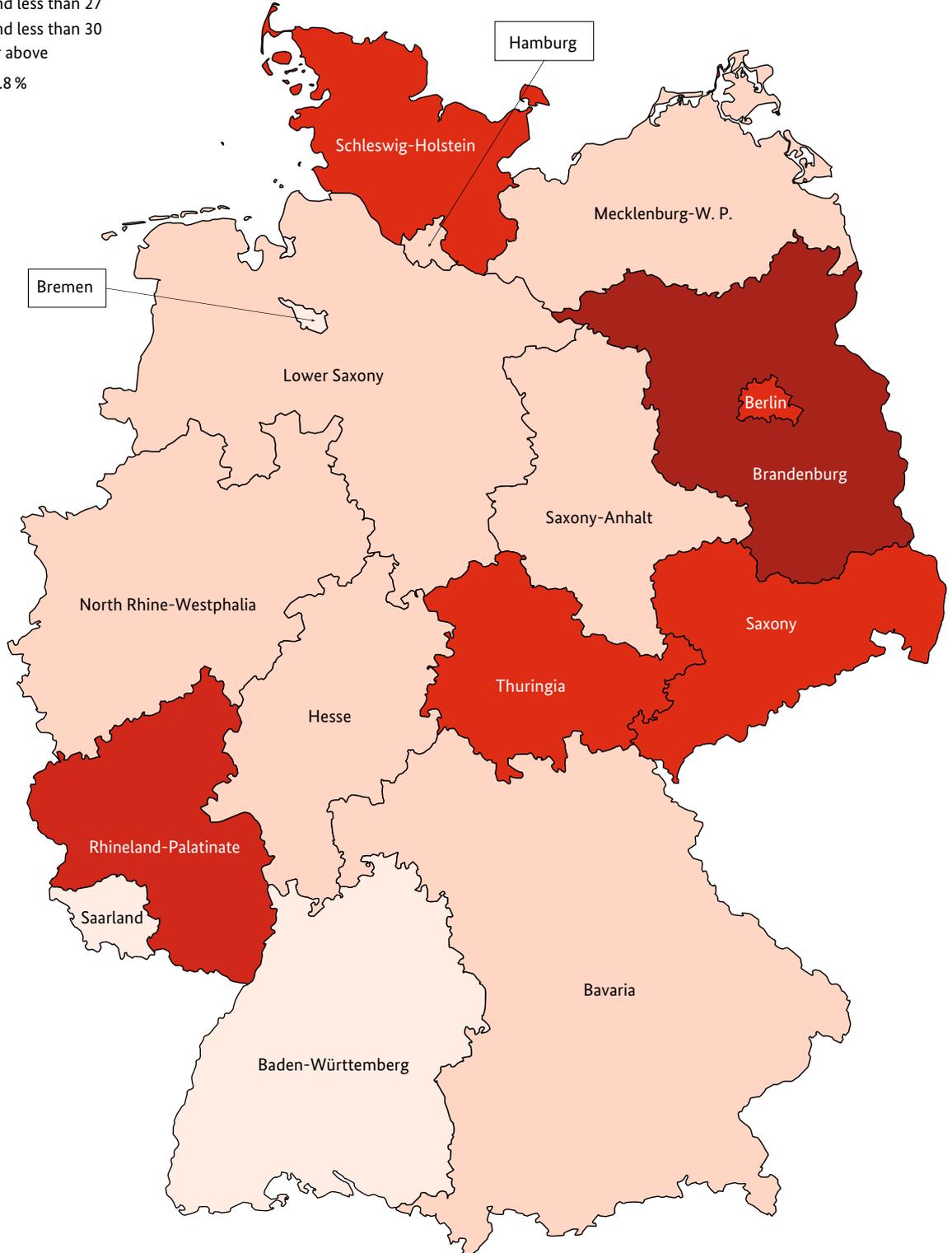
Out of 91,897 final exams taken in engineering sciences in 2014, 20,927 were taken by women, which corresponds to a nationwide percentage of 22.8%. Comparing the German states, the percentage of women ranged from 17.9% to 32.5%.

Percentage of women sitting final examinations in engineering sciences 2014

Women's share (%)

- Less than 21
- 21 and less than 24
- 24 and less than 27
- 27 and less than 30
- 30 or above

Mean: 22.8 %



2.8 Choice of Academic Subjects: Primary School Teachers

Indicator Description:

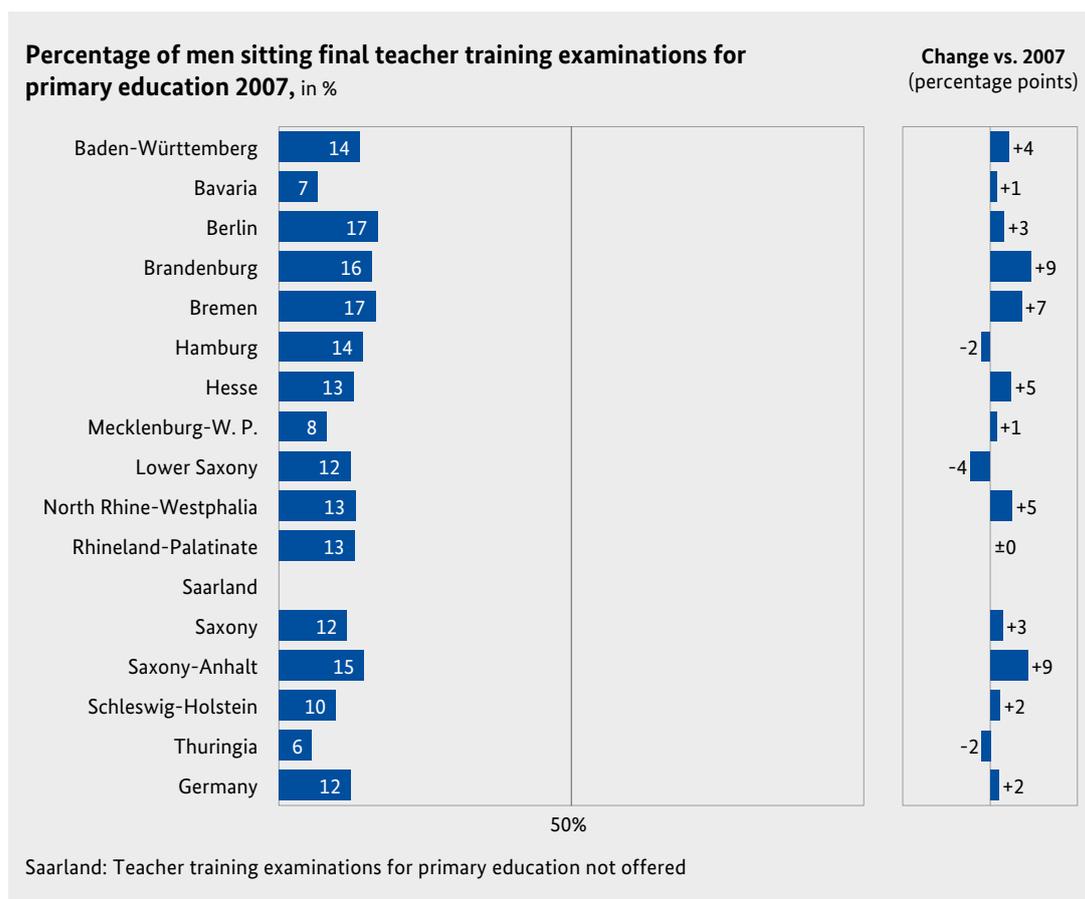
Definition: Percentage of men sitting final exams for teaching in primary education (Grundschule).

Methodological Notes: Included is the number of final exams taken for qualifying as a primary school teacher, inasmuch as this is a valid exam in the individual German states. Otherwise, the numbers indicate the final exams taken to qualify for teaching at primary and secondary modern schools (Grundschulen and Hauptschulen). The survey includes all final exams at the end of university studies, whether or not they were passed. Saarland does not offer programmes for primary school teaching.

Data Source: Statistics for examinations in 2007 and 2014.

The indicator represents the interest of men in studying to become a primary school teacher, an occupation largely chosen by women. It shows:

- Gender-specific selection of study programmes by men and women
- The impact of traditional role models in the career choices of men and women
- The gender-specific division into typically female and typically male subjects and that of the labour market
- The higher expectations by men regarding professional status and income



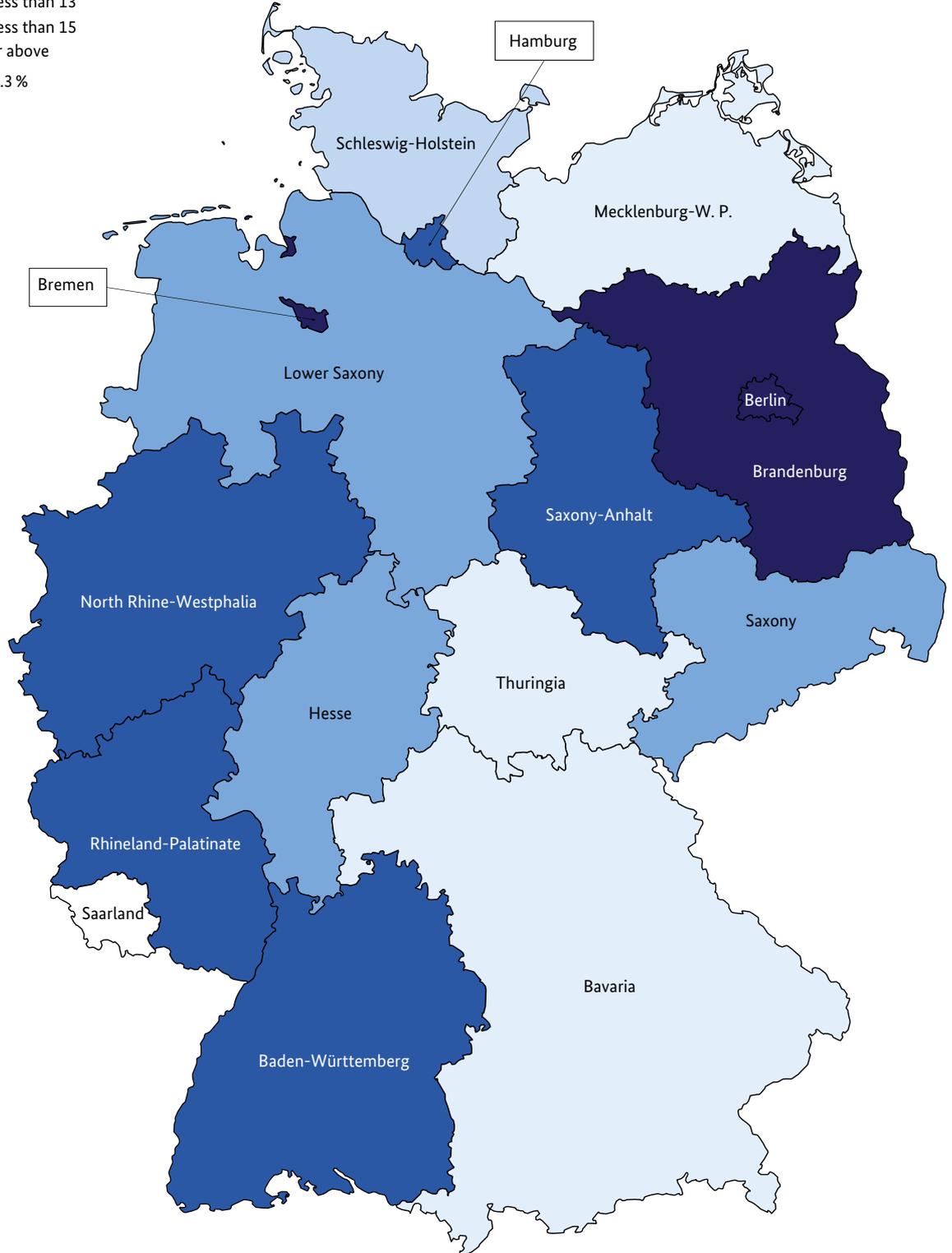
Out of a total of 10,221 students sitting the final exam qualifying them as teachers for primary education in 2014, the national percentage for men amounted to 12.3 % (or 1,256). Comparing the German states, the percentage of men ranged from 5.6 % to 16.9%.

Percentage of men sitting final teacher training examinations for primary education 2014

Men's share (%)

- unter 9
- 9 Less than 11
- 11 Less than 13
- 13 Less than 15
- 15 or above

Mean: 12.3 %



Saarland: Teacher training examinations for primary education not offered.

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2.9 Doctorates

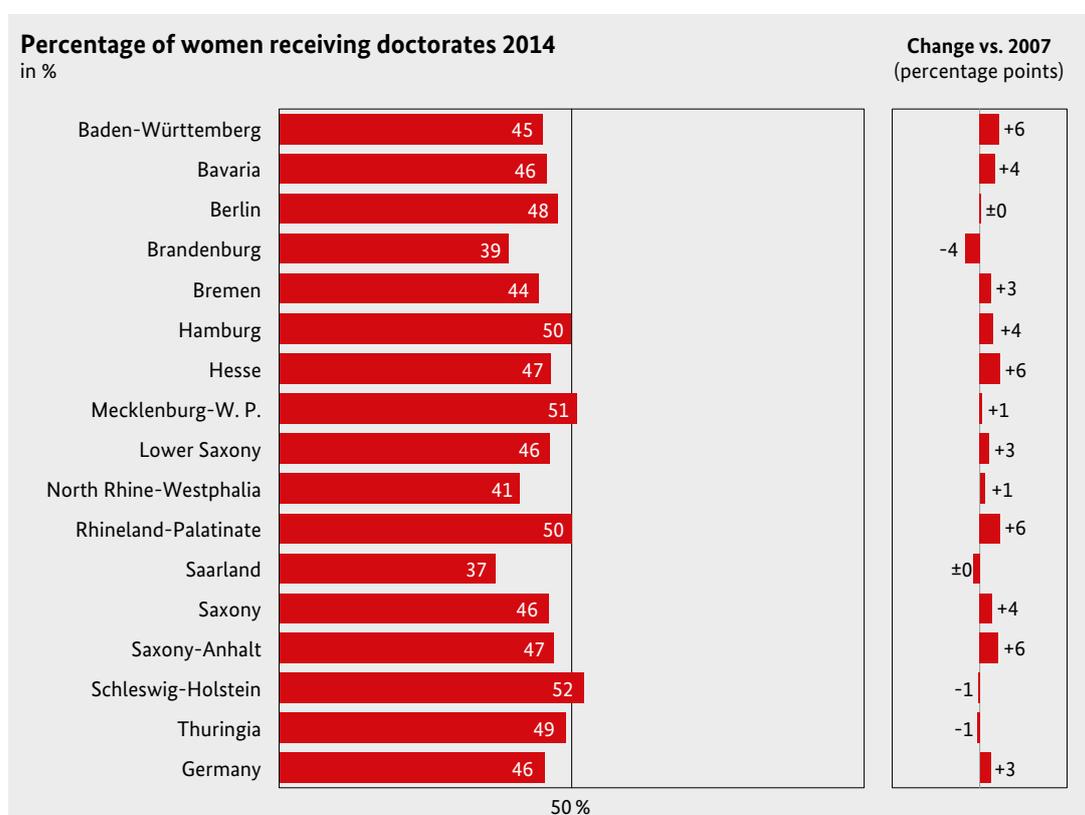
Indicator Description:

Definition: Percentage of women who successfully completed a doctoral degree.

Datenquelle: Statistics for examinations 2007 and 2014

The indicator shows:

- Participation of women in the academic qualification process
- Structural barriers preventing women from gaining access to top positions in science, research and private industry
- The need for regulation in educational planning
- The societal framework (ability to reconcile an academic career with family/children)



In 2014, out of a total of 28,052 doctorates awarded by universities, 12,762 were successfully completed by women. Thus the average percentage of women amounts to 45.5%.

In the comparison of German states, the percentage of women ranges from 37.1% to 52.0%.

Percentage of women receiving doctorates 2014

Women's share (%)

- Less than 40
- 40 and less than 45
- 45 and less than 50
- 50 or above

Mean: 45.5 %



2.10 Post-Doctoral Theses

Indicator Description:

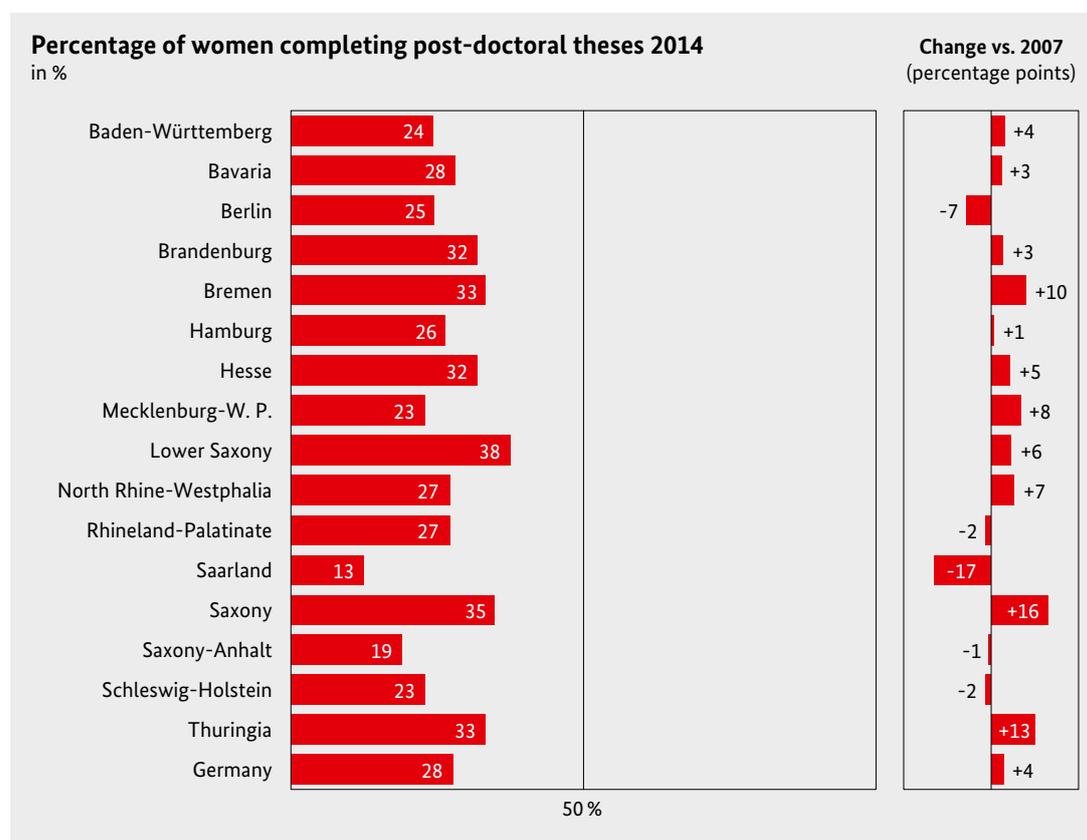
Definition: Percentage of women who successfully completed a post-doctoral thesis (Habilitation).

Methodological Notes: Apart from via a post-doctoral thesis, the assumption of (full) professorship may be achieved by the equivalent qualification as junior professor (Indicator 1.9).

Data Source: Statistics for post-doctoral theses 2007 and 2014.

The indicator shows:

- The existing pool of women who qualified for full professorship
- Participation of women in the academic qualification process
- Structural barriers which hinder women in gaining access to top positions in science, research and private industry
- The need for regulation in educational planning
- The societal framework (ability to reconcile an academic career with family/children)



Out of a total of 1,627 post-doctoral theses completed successfully in 2014, 453 were attained by women. Thus, the average percentage of women reached 27.8%. In the comparison of German states, the percentage of women ranges from 12.5% to 37.5%.

Percentage of women completing post-doctoral theses 2014

Women's share (%)

- Less than 20
- 20 and less than 23
- 23 and less than 26
- 26 and less than 29
- 29 und mehr

Mean: 27.8 %



Overview of Indicators in Part II. Education, Career Choices and Academic Qualifications

Indicator		Germany	Change in Percentage Points
2.1	Percentage of boys among secondary school leavers without qualifications 2014	60%	-3*
2.2	Percentage of boys among secondary school leavers with Hauptschulabschluss qualification 2014	59%	+1*
2.3	Percentage of boys among secondary school leavers with Hochschulreife university entrance qualifications 2014	45%	+1*
2.4	Percentage of women and men with university entrance qualifications 2014 – Women – Men	58% 48%	+9** +8**
2.5	Percentage of men training in non-academic healthcare professions 2015	16%	-1***
2.6	Percentage of women training in technical professions 2014	11%	+2**
2.7	Percentage of women sitting final examinations in engineering sciences 2014	23%	+1**
2.8	Percentage of men sitting final teacher training examinations for primary education 2007	12%	+2**
2.9	Percentage of women receiving doctorates 2014	46%	+3**
2.10	Percentage of women completing post-doctoral theses 2014	28%	+4**

* Change versus 2006

** Change versus 2007

*** Change versus 2013

III.

Work and Income

The almost continuous rise in the number of working women seen since the turn of the century is largely the result of the increased availability of flexible types of employment. These involve low-paid and limited-term jobs, temporary employment and, in particular, part-time work with short working hours. As shown by the mini-job indicator, more than twice as many women than men tend to opt for this atypical form of work.

Working part-time is becoming more and more common for women, including in jobs fully covered by social security schemes. The large number of women in part-time jobs indicates, among other things, the gender-specific division of labour in families. Women still shoulder the vast majority of family-related responsibilities, and with them the difficulties in reconciling work and family life. The consequences are fewer employment opportunities, interruptions in their careers as well as forms of employment which do not provide a living in their own right and pose an increased risk of poverty in old age. The latter is represented by the existing 'Basic Security Benefits in Old Age' and the newly-added Gender Pension Gap indicators.

In order to achieve equal opportunities on the labour market for women and men, greater compatibility of career and family life must be facilitated. This requires, among other measures, an improvement of public infrastructure by such means as providing adequate child care.

The following indicators present a selection of important data to describe differences in the employment and income situation of women and men as well as the influence of family structures and gender-specific role modelling. They provide possible starting points for the creation of policies that enable sustainable employment for women and men, providing a living as well as better options for both women and men to participate in family life.

3.1 Employment Subject to Social Security Contributions (Employment Rate)

Indicator Description:

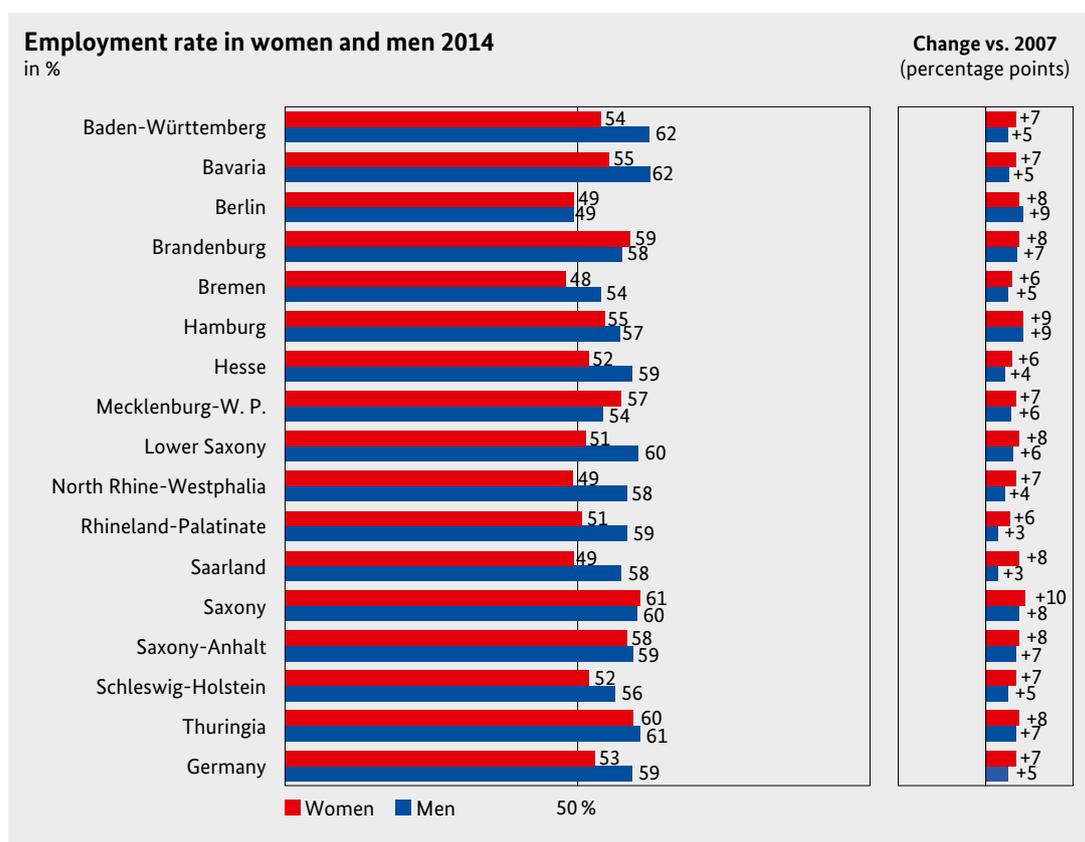
Definition: Percentage of women and men employed in jobs fully subject to social security contributions out of the respective population in the age group 15 to under 65 years of age (employment rate of women and men).

Methodological Notes: The employment statistics take into account employees (at their place of residence) aged 15 to under 65 who are obliged to pay contributions to health insurance or to the statutory pension scheme or who are liable to insurance deductions according to Book III of the German Social Code (SGB III). The marginally employed ('mini jobs'), civil servants, the self-employed and working family members without pay are not included.

Data Source: Employment statistics of the Federal Employment Agency for 2007 and 2014; updated population figures 2007 and 2014.

The indicator shows quantitative differences in the participation of women and men in employment subject to social insurance contributions. It provides information on:

- Differences in labour market participation of women and men
- The societal framework or changes in the traditional gender-specific division of labour.



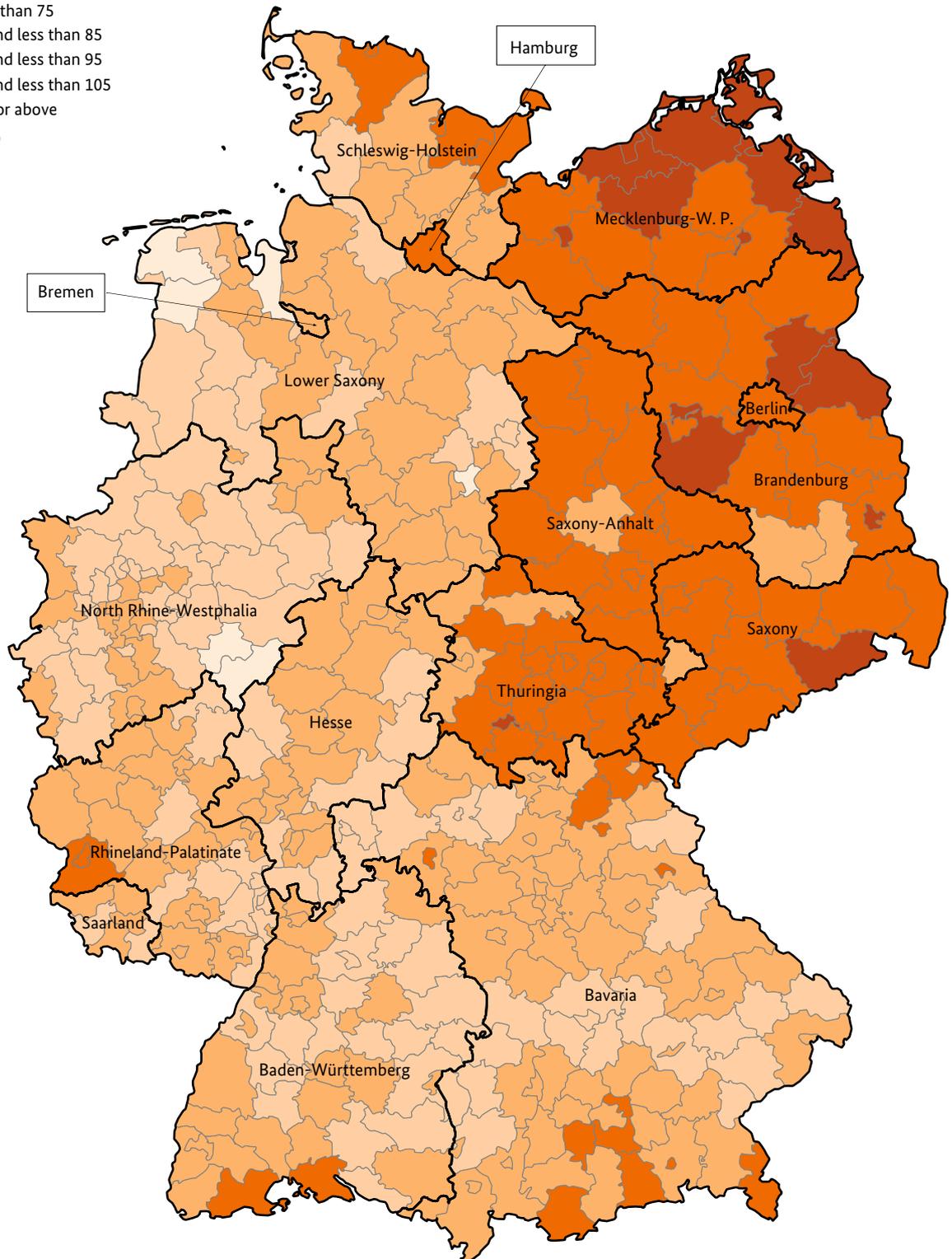
In 2014, the employment rate for all of Germany was 52.9% for women and 59.4% for men. Comparing the German states, the percentage of women ranged from 48.0% to 60.8%, whereas the percentage of men ranged from 48.7% to 62.4%.

Women and men in employment subject to social security contributions 2014, by administrative district/municipality (index basis)

Index: Employment rate for women when employment rate for men set equal to 100.

- Less than 75
- 75 and less than 85
- 85 and less than 95
- 95 and less than 105
- 105 or above

Mean: 89



3.2 Part-Time Employment Subject to Mandatory Social Security Contributions

Indicator Description:

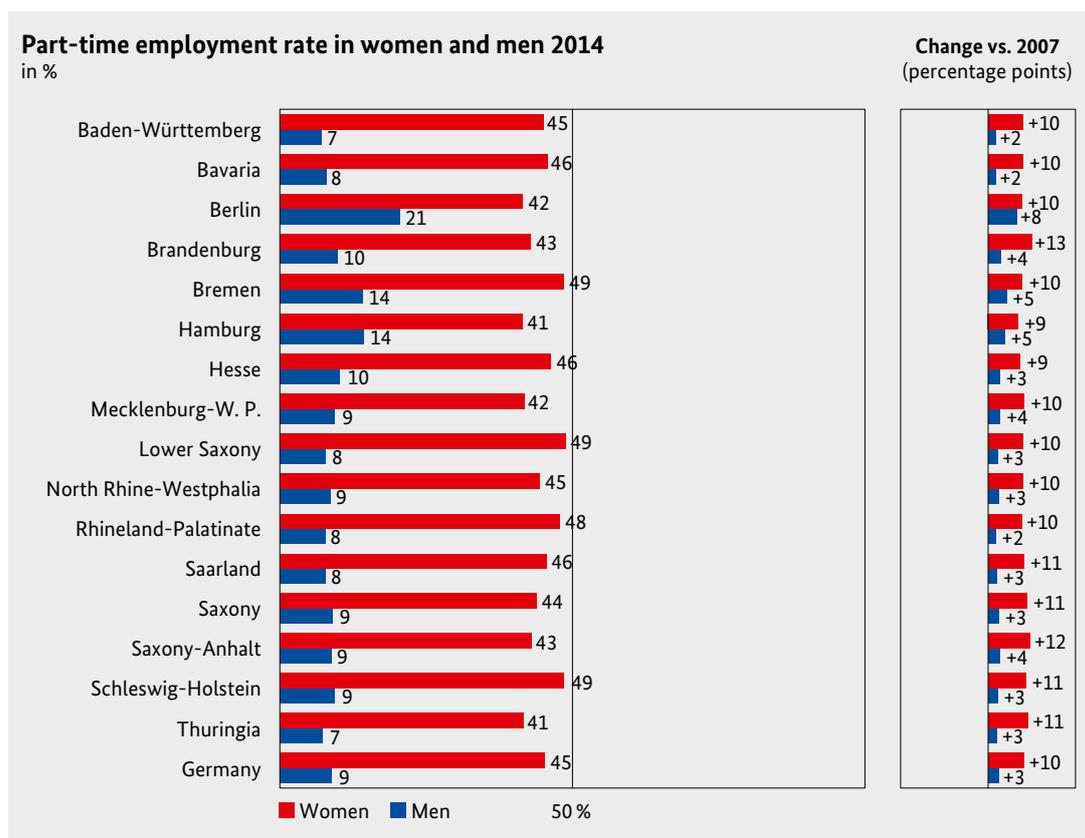
Definition: Percentage of women or men employed part-time out of all women or men employed in jobs fully subject to mandatory social security contributions (part-time employment rate).

Methodological Notes: The employment statistics take into account employees (at their place of residence) aged 15 to under 65 who are obliged to pay contributions to health insurance or to the statutory pension scheme or who are liable to insurance deductions according to Book III of the German Social Code (SGB III). The marginally employed ('mini jobs'), civil servants, the self-employed and working family members without pay are not included.

Data Source: Employment statistics of the Federal Employment Agency for 2007 and 2014.

The indicator shows the considerable differences in part-time employment. It shows:

- Part-time work as a typically female type of employment (modified male breadwinner model, with the female partner earning additional money)
- That in many families, women bear the majority of responsibility for children and/or family members requiring care
- Fewer advantageous career and job options for women, which may be related to part-time employment.



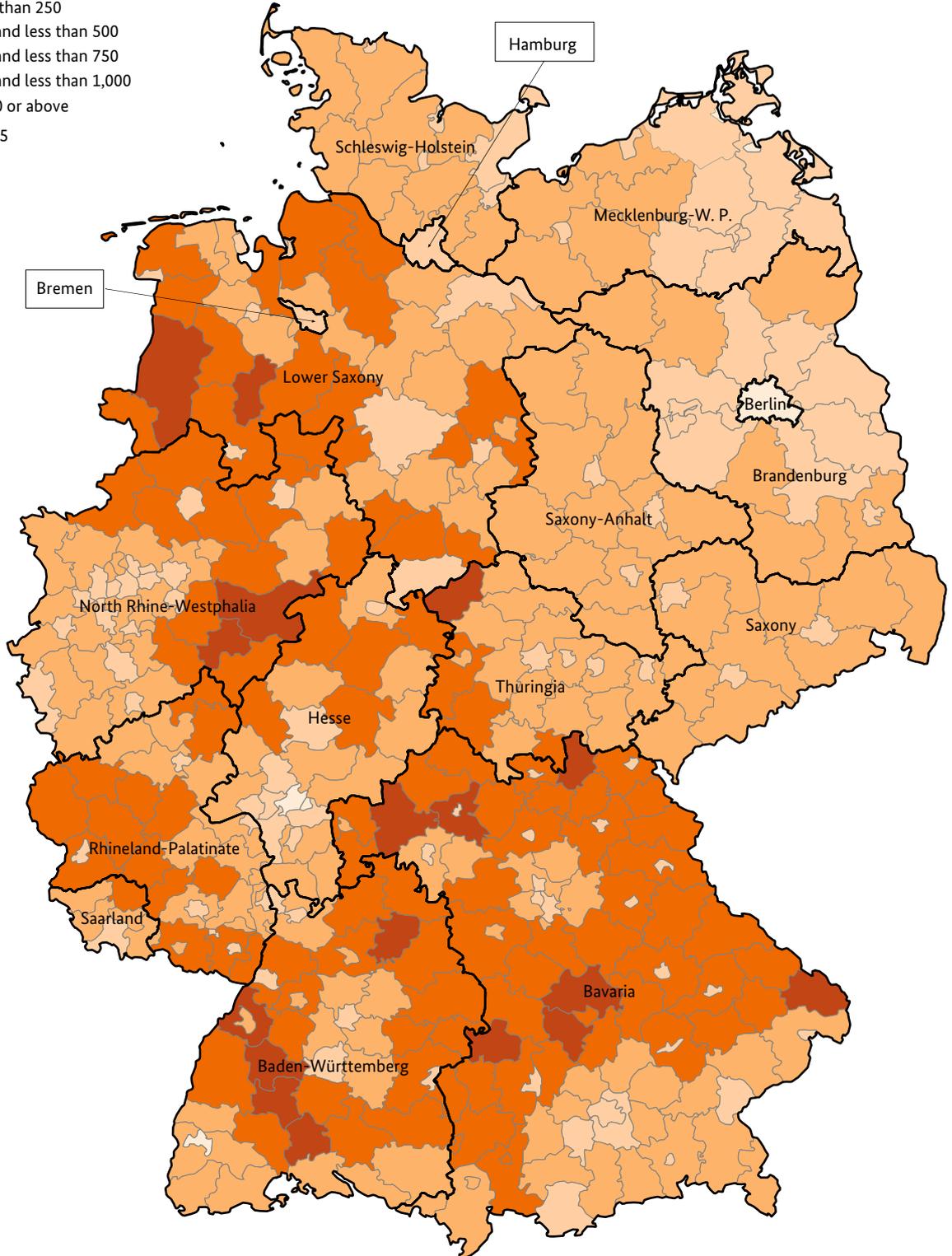
In 2014, 45.2% of all women employed in jobs fully subject to social security contributions worked part-time. The percentage of men working part-time was noticeably lower at 9.0%. In the comparison between German states, the range of men working part-time was 7.3% to 20.6%, and 41.4% to 48.8% for women.

Women and men in part-time employment subject to social security contributions 2014, by administrative district/municipality (index basis)

Index: Part-time employment rate for women when part-time employment rate for men set equal to 100.

- Less than 250
- 250 and less than 500
- 500 and less than 750
- 750 and less than 1,000
- 1,000 or above

Mean: 445



3.3 Mini Jobs (Marginal Employment)

Indicator Description:

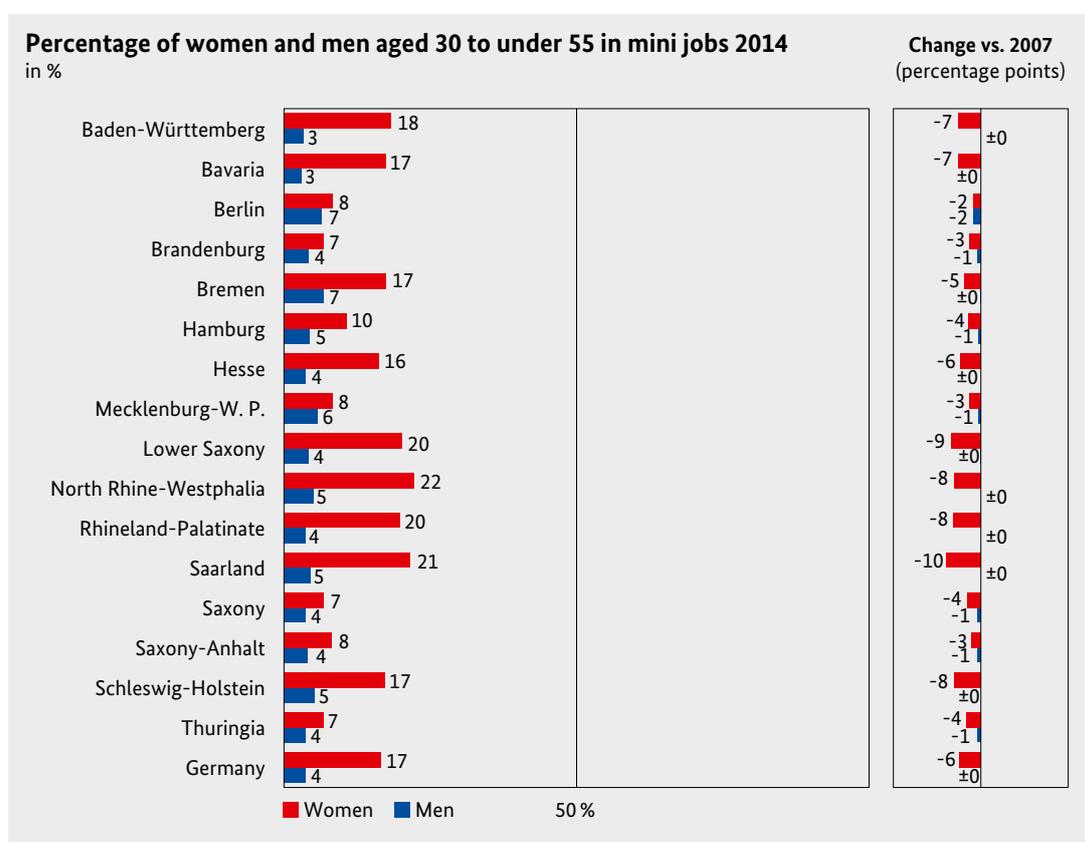
Definition: Percentage of women and men in marginal employment (referred to in Germany as mini jobs) out of all women or men in employment that is subject to mandatory social security contributions.

Methodological Notes: Taken into account are low-wage employees working exclusively in mini jobs (at their place of residence) aged 30 to under 55 years of age. One person may hold several mini jobs, as long as the total income remains below €400/month.

Data Source: Employment statistics of the Federal Employment Agency 2007 and 2014.

The indicator shows the extent to which the labour market participation of women and men takes place via marginal employment during the core employment phase. It shows:

- Mini jobs as a typically form of female employment (additional income model)
- That women are mainly responsible for looking after the family and for providing care



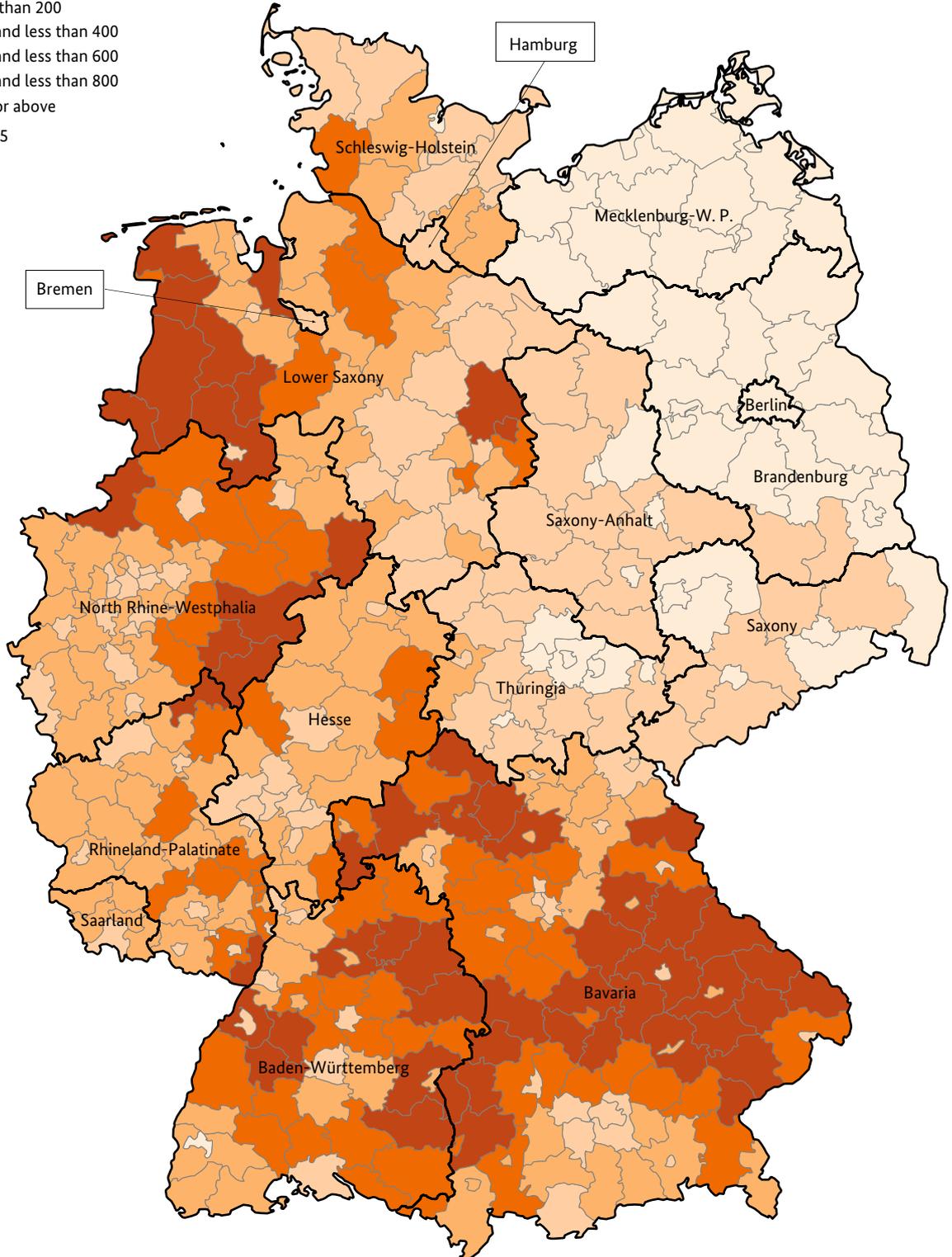
In 2014, 16.5% of women aged 30 to 54 years and 4.2% of men in this age group were marginally employed (in mini jobs). In the comparison of federal states, the percentage of women ranged from 6.8% to 22.0%, while the percentage of men who were in marginal employment exclusively ranged from 3.2% to 6.7%.

Women and men aged 30 to under 55 in mini jobs 2014, by administrative district/municipality (index basis)

Index: Percentage of women in mini jobs
when percentage of men in mini jobs set equal to 100

- Less than 200
- 200 and less than 400
- 400 and less than 600
- 600 and less than 800
- 800 or above

Mean: 395



3.4 Working Mothers and Fathers with Children under the Age of Three

Indicator Description:

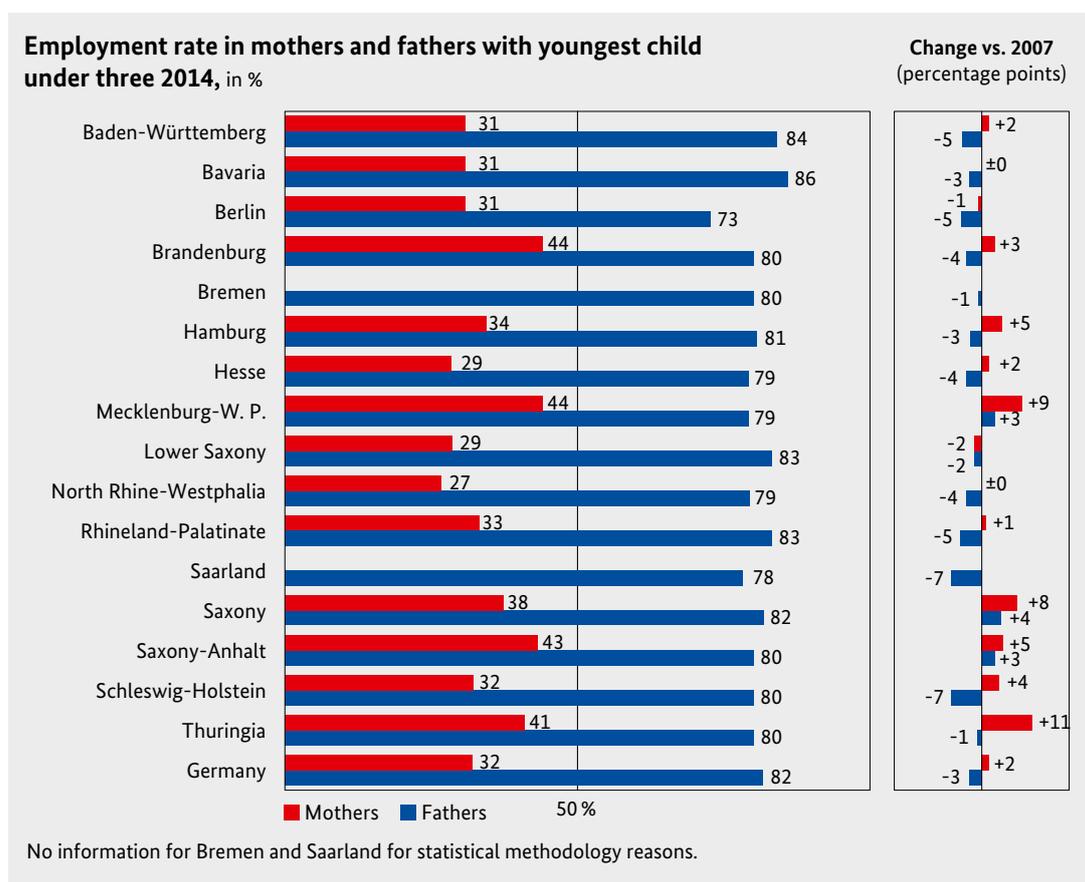
Definition: Percentage of working mothers and working fathers with a youngest child under the age of three out of all mothers and fathers with a youngest child under the age of three.

Methodological Notes: Included are mothers and fathers aged 15 to under 65 years of age with at least one child under the age of three. Mothers and fathers with suspended employment due to, for example, parental leave or maternity leave, and unemployed mothers and fathers are considered to be not actively employed and are therefore not included.

Data Source: Microcensus for 2007 and 2014.

The indicator shows:

- The employment choices made by mothers and fathers with small children
- Conditions which allow reconciliation of work and family life (including caring for a dependent relative)
- Predominant family models and societal trends



In 2014, 31.5% of mothers with at least one child under the age of three living in their household were working. The employment rate for fathers with a youngest child under the age of three was 81.6%. The employment rate for mothers in the different German states ranged from 26.7% to 44.3%, and for fathers from 72.8% to 85.9%.

Employment rate in mothers and fathers with youngest child under three 2014 (index basis)

Index: Employment rate for mothers when employment rate for fathers set equal to 100.

- Less than 36
- 36 and less than 40
- 40 and less than 44
- 44 or above

Mean: 39



No information for Bremen and Saarland for statistical methodology reasons.

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3.5 Recipients of Parental Allowance

Indicator Description:

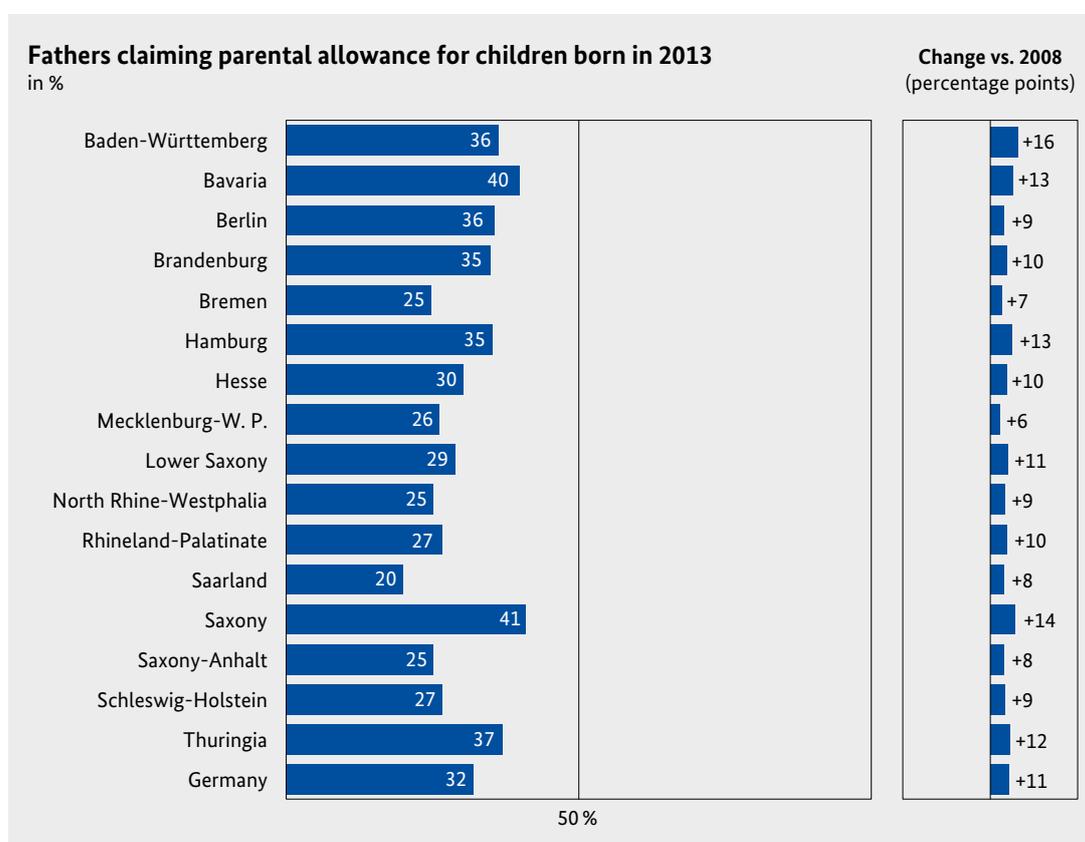
Definition: Fathers claiming parental allowance (percentage of children whose fathers claimed parental allowance out of all children born)

Methodological Notes: Included are all persons with children born in the years 2008 and 2013 for whom parental allowance payments have ended.

Data Source: Federal statistics on parental benefits.

The indicator shows the percentage of fathers claiming parental leave and highlights:

- The current situation and trends in young fathers' attitudes to employment and family
- The break-down of role models/gender-specific stereotypes
- The acceptance of modern fathers in society and the working world



In 2013, 682,069 children were born in Germany. A total of 218,242 fathers of these children have claimed parental benefits. Thus, the percentage of fathers claiming parental allowance in the districts and free cities, including the city states of Berlin, Bremen and Hamburg, amounted to 32.0% on average. The range at this level was between 12.8% and 53.9%. In the comparison of German states, the percentage of fathers claiming parental allowance ranged from 20.1% to 41.0%.

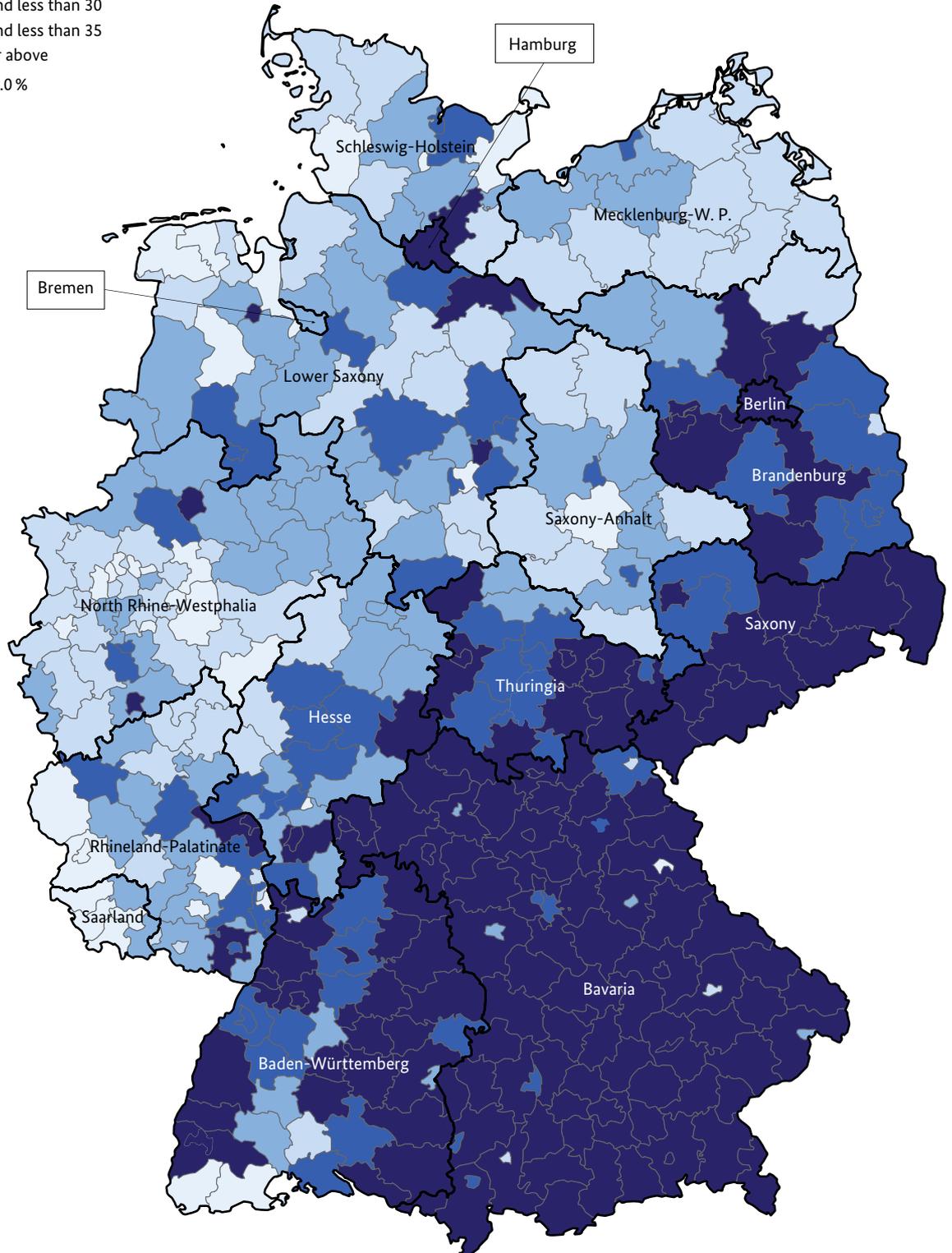
The duration of payment of parental allowance for fathers of children born in 2013 was 3.1 months on average. The average duration of payment for mothers was 11.6 months.

Fathers claiming parental allowance for children born in 2013, by administrative district/municipality

Men (%)

- Less than 20
- 20 and less than 25
- 25 and less than 30
- 30 and less than 35
- 35 or above

Mean: 32.0 %



3.6 Child Care

Indicator Description:

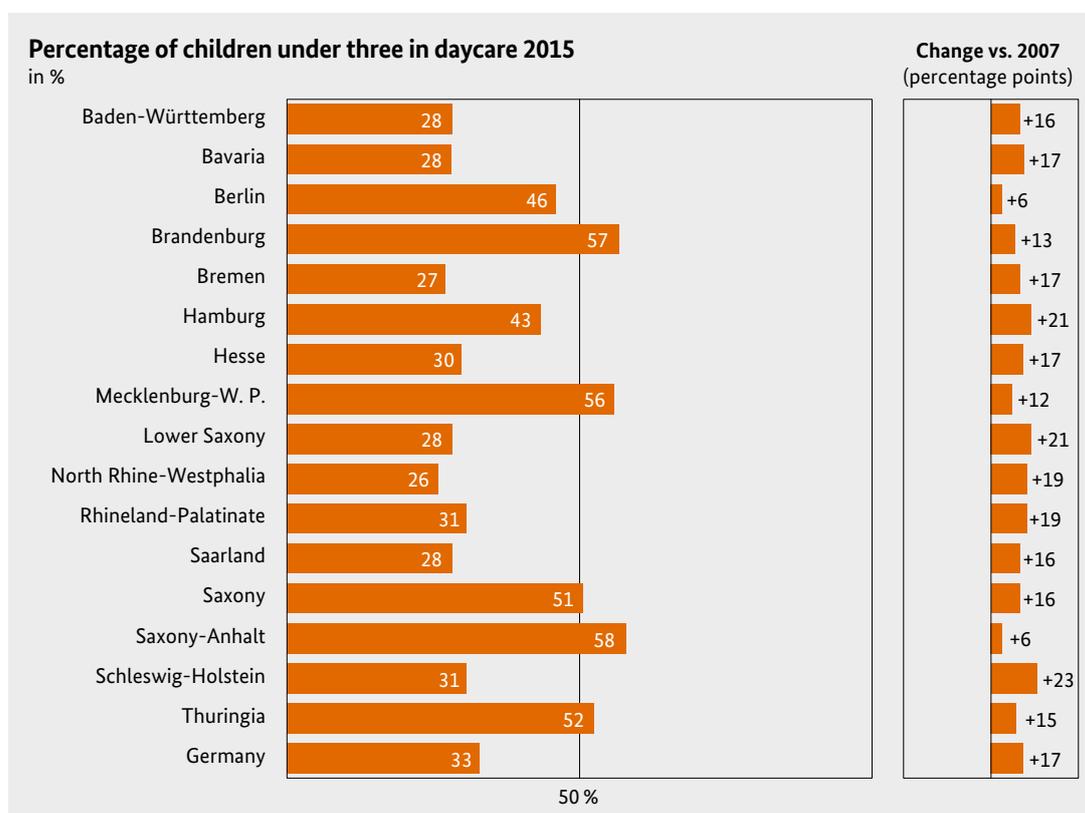
Definition: Percentage of children under the age of three in child care facilities (daycare centres or child minders) out of all children in this age group.

Methodological Notes: Child care facilities and services defined by this indicator include crèches (for children under the age of three), mixed-age nursery schools or kindergartens and daycare centres. The figures cover the number of children in daycare.

Data Source: Statistics on children and staff in daycare centres, statistics on children and child minders in publicly funded child minding services; extrapolation of population census; for 2007 and 2015 respectively.

The indicator shows:

- The current situation and changing trends concerning the framework conditions for reconciling work and family life or caregiving
- The actual freedom to choose between childcare in the family, crèches, mixed-age nursery groups or daycare



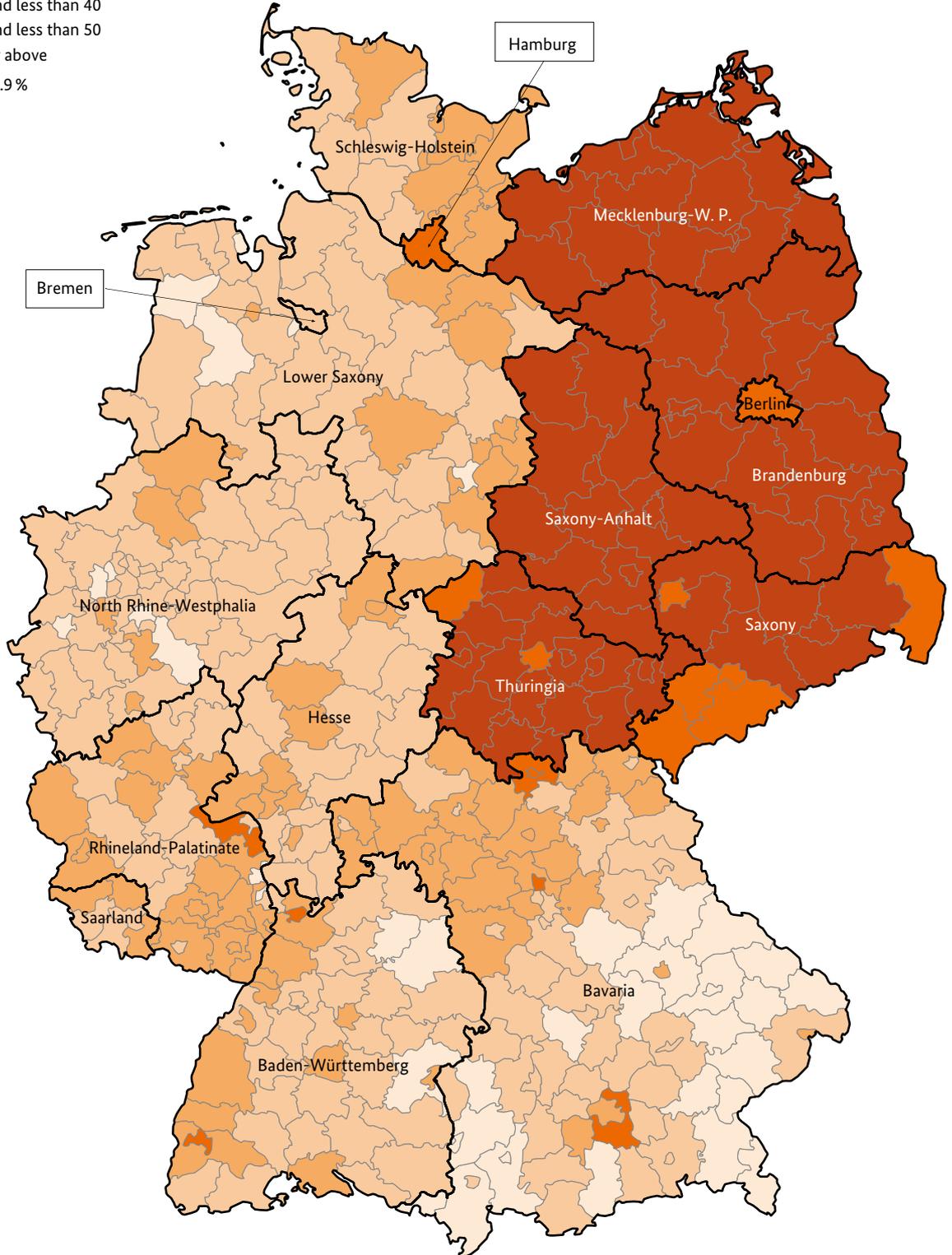
At district and free city level, the child care rates in 2015 ranged from 13.0% to 63.1%. In the comparison of German states, the child care rate ranged from 25.9% to 57.9%. On average, the child care rate was 32.9%.

**Percentage of children under three in daycare 2015,
by administrative district/municipality**

Men's share (%)

- Less than 20
- 20 and less than 30
- 30 and less than 40
- 40 and less than 50
- 50 or above

Mean: 32.9 %



3.7 Unemployment among Women and Men (Unemployment Rate)

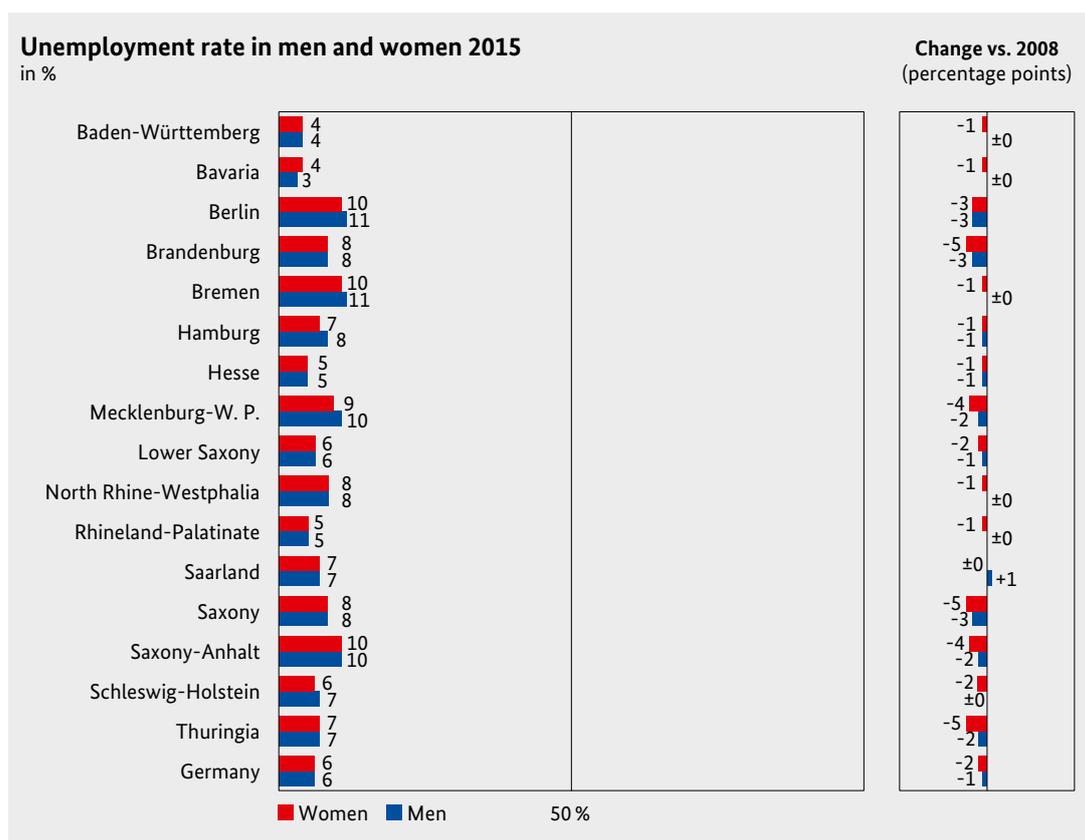
Indicator Description

Definition: Percentage of unemployed among civilian members of the workforce, segregated by gender.

Methodological Notes: 'Unemployed' refers to anyone without a job (less than 15 work hours a week), seeking work, available for work and registered as unemployed with either a job centre or a provider of basic benefits for job seekers. Civilian employees include unemployed persons, compulsorily insured employees, employees with mini jobs, and civil servants, but not members of the armed forces. To calculate the figures for civilian employees, statistics from various sources are used (employment statistics, unemployment and labour promotion statistics, personnel statistics and the microcensus). The gender-specific differences cannot be interpreted directly as differences in employment opportunities because non-working women who want to work are more likely than men to leave the labour market without registering as unemployed and are thus not included in the unemployment statistics.

Data Source: Unemployment statistics by the Federal Employment Agency September 2008 and 2015.

The unemployment figures serve as a key indicator for how the jobs market is assessed. The separate figures for women and men provide references for gender-specific differences in the employment market.



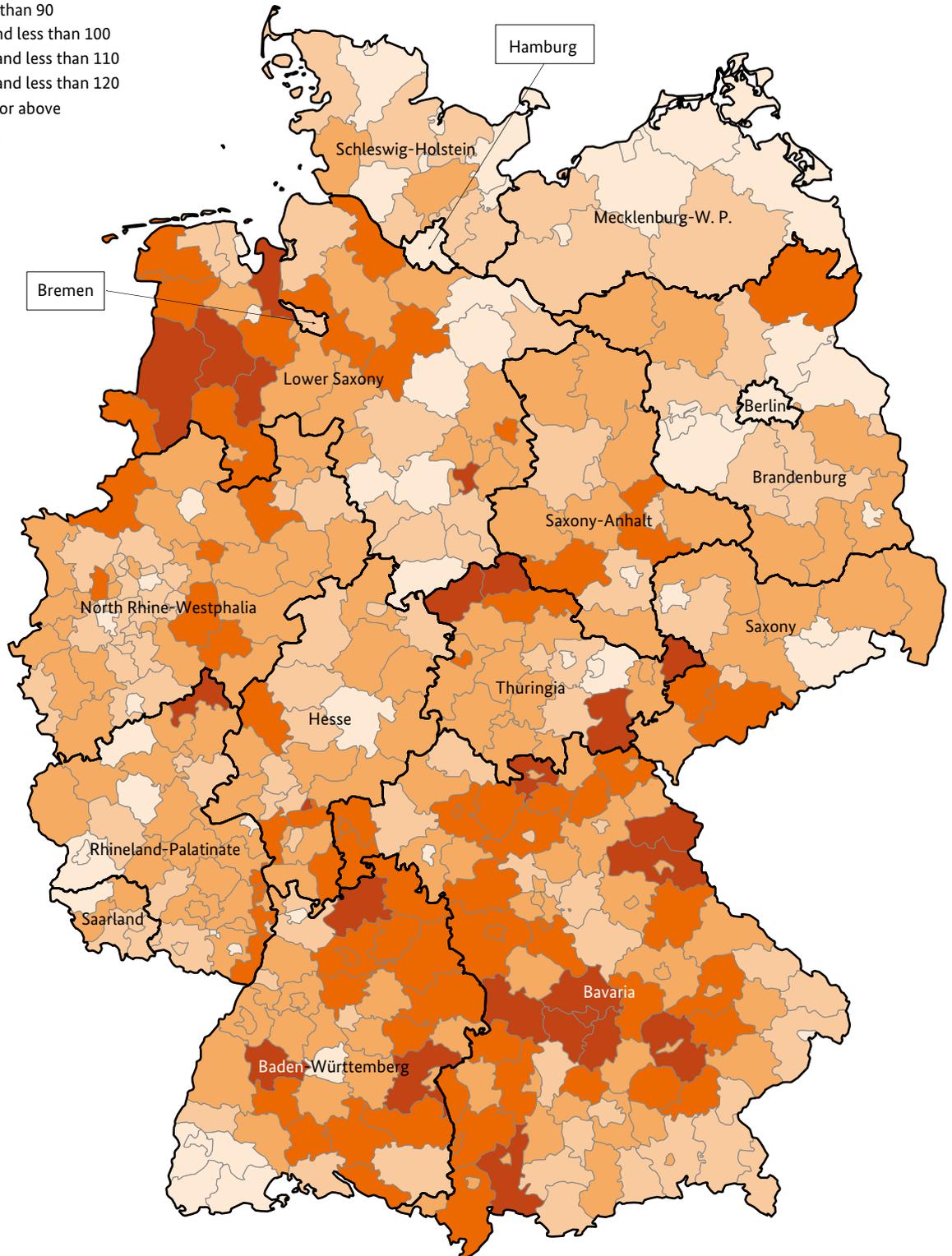
In 2015, 6.1% of women and 6.2% of men in Germany were unemployed. In the comparison of German states, the unemployment rate for women ranged from 3.6% to 10.3%. For men it ranged from 3.4% to 11.1%.

Unemployment rate in men and women 2015, by administrative district/municipality

Index: Unemployment rate for women when unemployment rate for men set equal to 100

- Less than 90
- 90 and less than 100
- 100 and less than 110
- 110 and less than 120
- 120 or above

Mean: 98



3.8 Long-Term Unemployment among Women and Men

Indicator Description:

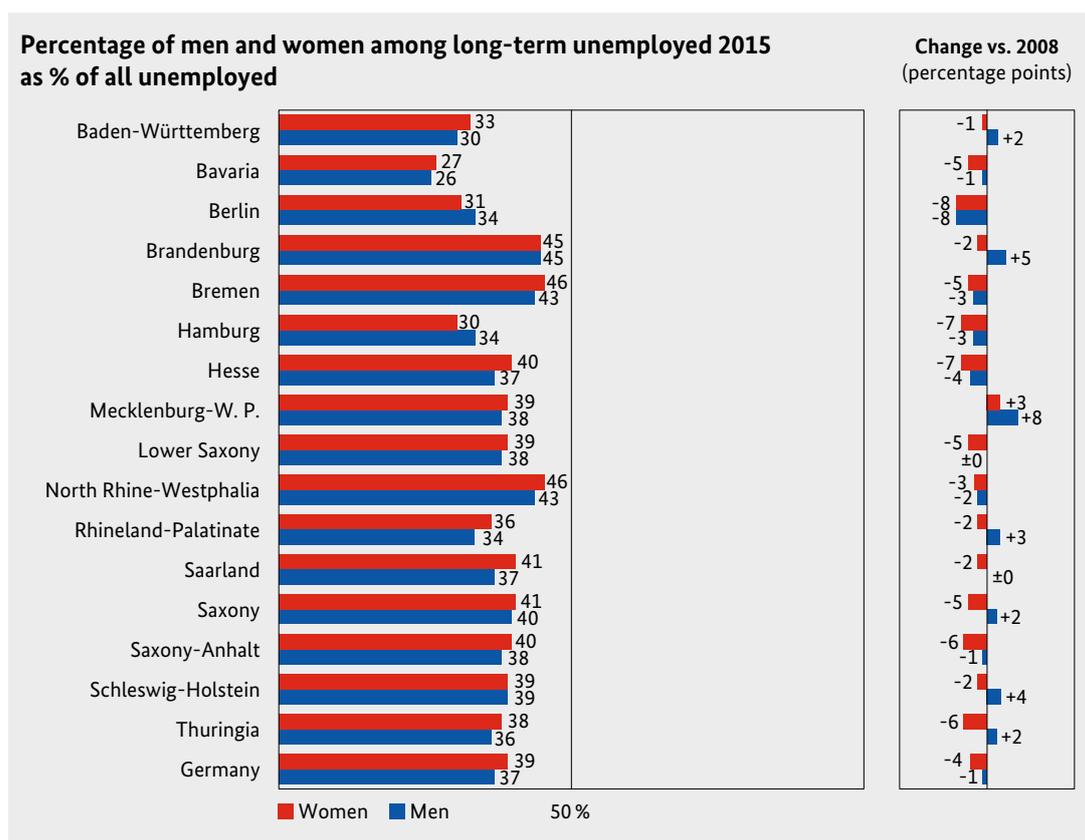
Definition: Percentage of long-term unemployed among the unemployed, differentiated by sex.

Methodological Notes: 'Unemployed' refers to anyone without a job (less than 15 work hours a week), seeking work, available for work and registered as unemployed with either a job centre or a provider of basic benefits for job seekers. Also included are municipal agencies. 'Long-term unemployed' refers to women and men who have been unemployed for more than 12 months. The gender-specific differences cannot be interpreted directly as differences in employment opportunities because non-working women who want to work are more likely than men to leave the labour market without registering as unemployed and are thus not included in the unemployment statistics.

Data Source: Unemployment statistics by the Federal Employment Agency, September 2008 and 2015.

The indicator shows:

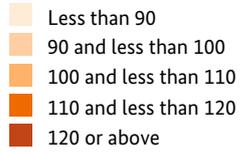
- Gender-specific differences in reintegration into the job market
- Potential obstacles to reintegration into the job market
- Differences in the potential risk of poverty for women and men, specifically the risk of future old-age poverty



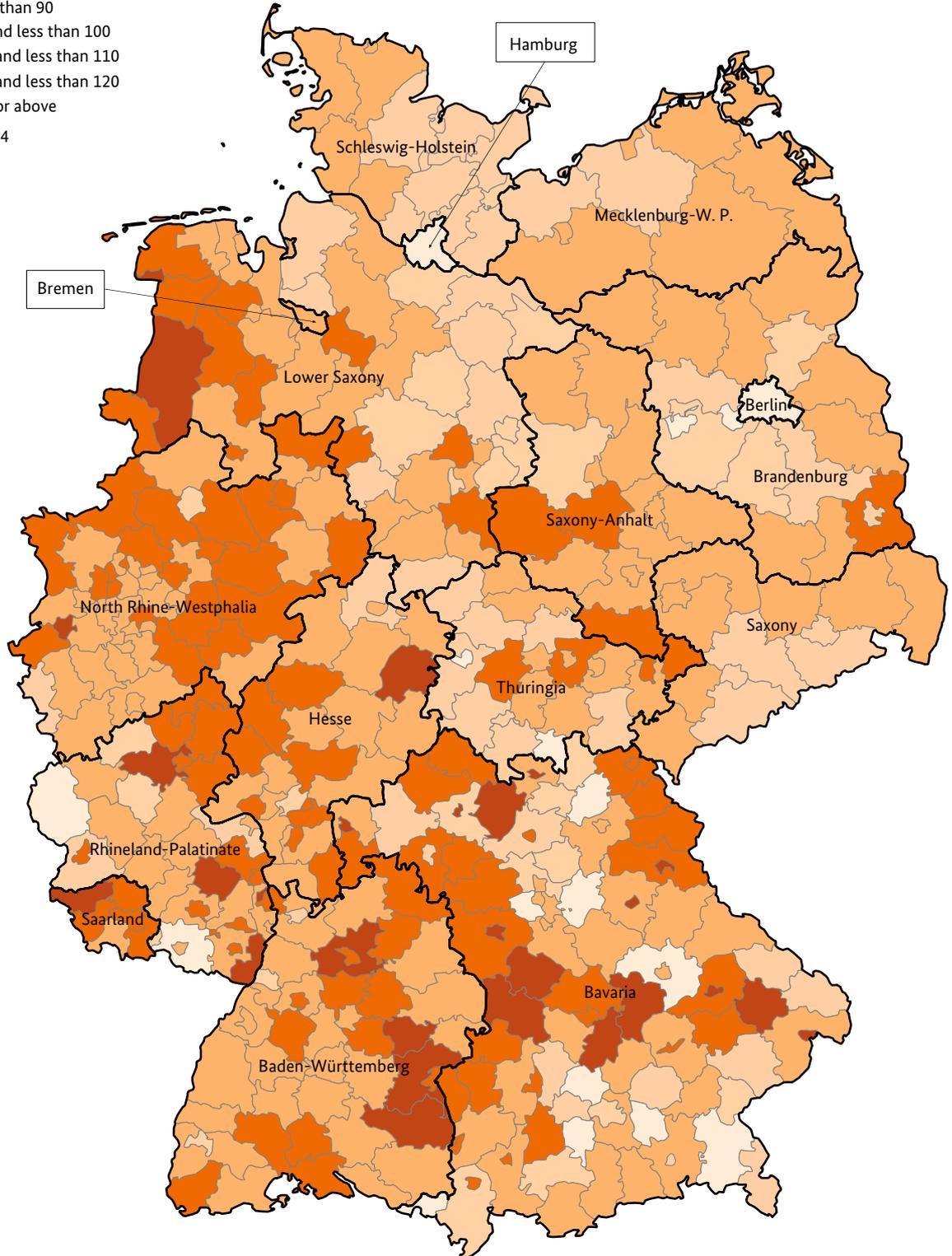
In 2015, 38.9% of unemployed women in Germany were long-term unemployed. The percentage of long-term unemployed men amounted to 37.4%. In the comparison of German states, the percentage of long-term unemployed women out of all unemployed women ranged from 26.9% to 46.1%, for men the percentage ranged from 25.8% to 44.6%.

Long-term unemployed women and men 2015, by administrative district/municipality (index basis)

Index: Percentage of long-term unemployed among unemployed women when equivalent percentage for men set equal to 100.



Mean: 104



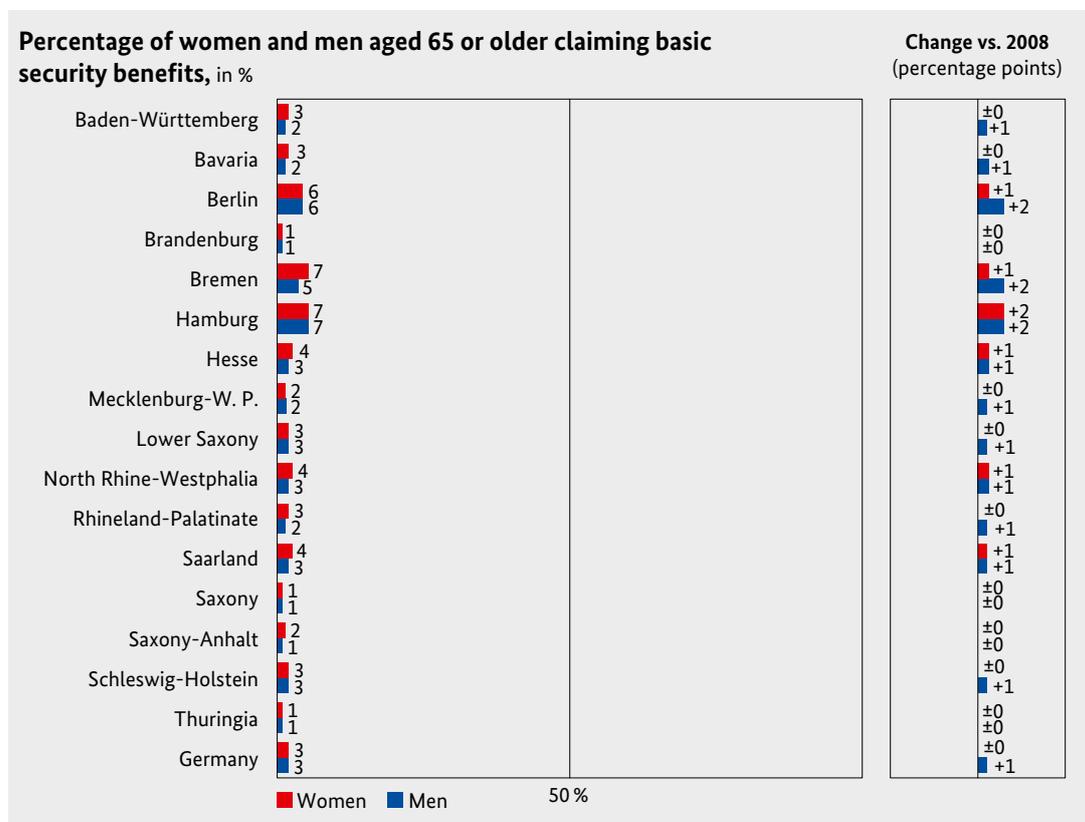
3.9 Basic Security Benefits in Old Age

Indicator Description:

Definition: Percentage out of all men or women 65 years of age and older claiming basic security benefits.
Methodological Notes: Basic security benefits are paid only to needy persons who are not capable of providing, fully or in part, for their own living on either their own income or wealth or their spouses' income or wealth. This indicator includes only those who actually claim basic security benefits. Not shown is the 'hidden' or 'shame-faced' poverty of elderly persons who are entitled to claim basic security benefits but do not exercise this right. The figures for recipients of basic security benefits in old age (in contrast to the age limit of 65 years and 3 months at the December 2014 reporting date) refers to individuals aged 65 and older.
Data Source: Statistics for claimants of basic security benefits in old age and reduced earning capacity, extrapolation of population census in 2008 and 2014.

The rate of claimants of basic security benefits in old age is an indicator for old-age poverty. Basic security benefits are tax-financed, need-oriented basic benefits in old age. Basic security benefits are intended to secure basic subsistence for persons who have retired from the labour market due to their age and whose income is not sufficient to cover their basic livelihood. The indicator identifies:

- Low basic wages or income in typically female occupations (additional income jobs)
- Lower pay in typically female industries and businesses
- Different types of employment (from full-time and part-time, mini jobs or unstable employment conditions)
- Interrupted careers



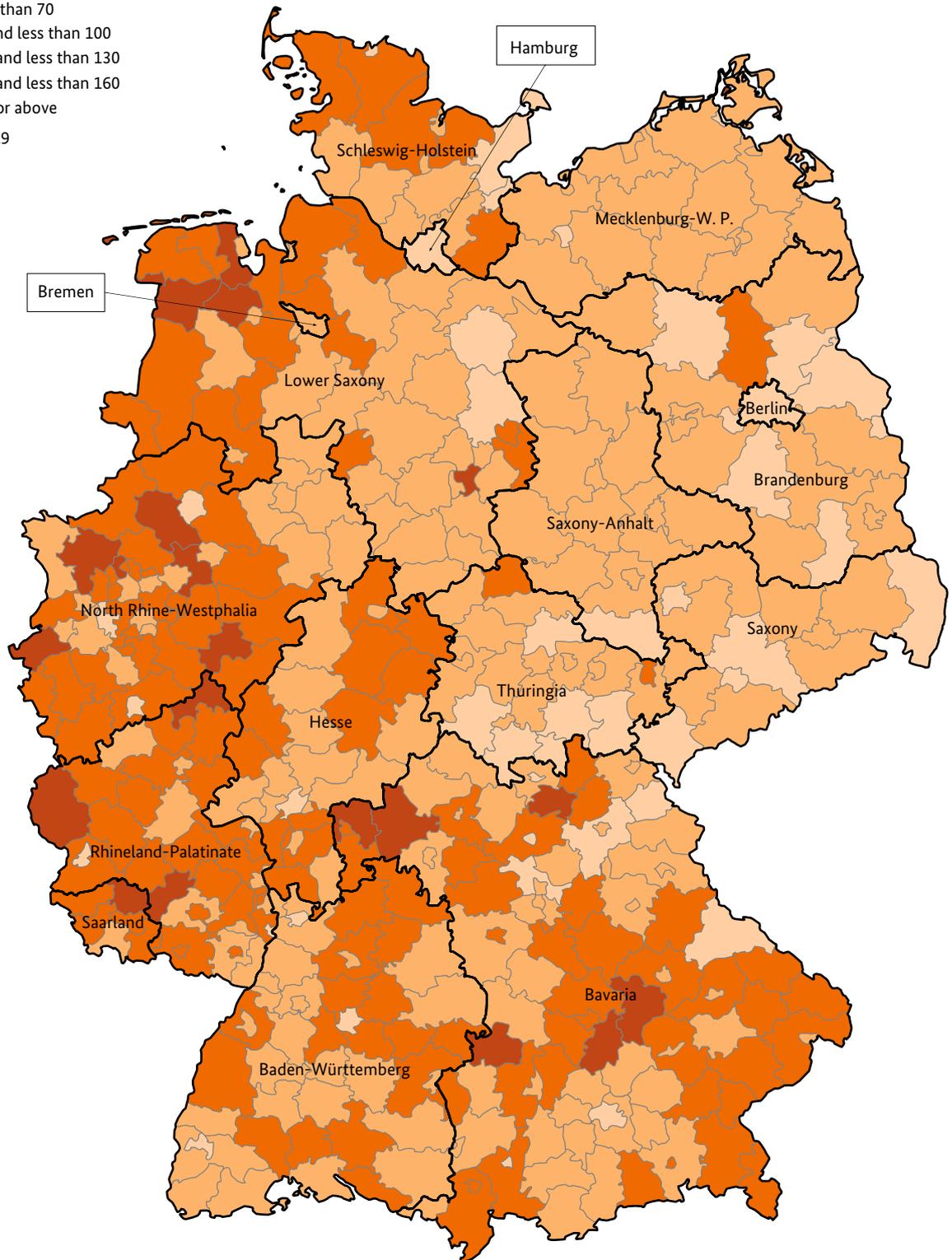
At the end of 2014, 3.2% of women and 2.7% of men aged 65 and above received basic security benefits in old age. In the comparison between the German states, the rate of women receiving these benefits ranged from 1.1% to 6.9%. For men aged 65 years and above, the percentage ranged from 1.1% to 7.2%.

Women and men aged 65 or older 2014 claiming basic security benefits, by administrative district/municipality (index basis)

Index: Percentage of women claiming basic security benefits when the percentage of men claiming basic security benefits set equal to 100

- Less than 70
- 70 and less than 100
- 100 and less than 130
- 130 and less than 160
- 160 or above

Mean: 119



3.10 Gender Pay Gap

Indicator Description:

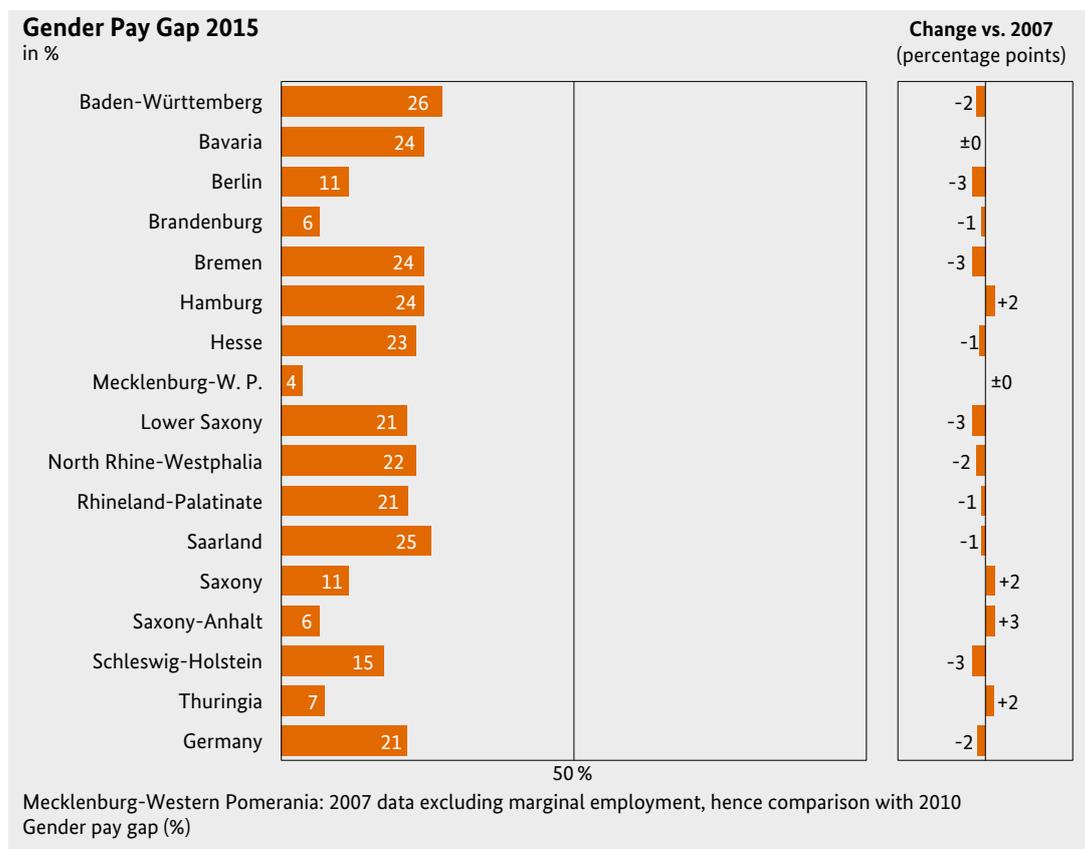
Definition: The difference in percent between the gross hourly earnings of women and men (gender pay gap).

Methodological Notes: The gender pay gap is calculated as the difference between the average gross hourly earnings of male and female paid employees as a percentage of average gross hourly earnings of male paid employees minus any bonuses and special remuneration. For the purpose of this calculation, all employees in the manufacturing trades and services are included. Moreover, only businesses with at least 10 employees are considered. Only the non-adjusted gender pay gap, which does not take into account the reasons for the pay gap, is represented here.

Data Source: Structure of earnings survey for 2006 and 2010, rate of change of the quarterly earnings survey 2007 and 2015.

The indicator shows the difference in average gross hourly payment for women and men (gender pay gap). The following factors may contribute to the existence of this gap:

- ▮ Different career choices of women and men
- ▮ Lower pay in typical women's jobs (additional income jobs)
- ▮ Different types of employment (from full-time to part-time and mini jobs)
- ▮ Women interrupt and shorten their employment more frequently and for longer periods for family-related reasons (fragmented careers)
- ▮ Fewer chances of promotion (glass ceiling)
- ▮ Different behaviour in wage negotiations
- ▮ Differences in the distribution of women and men in the salary groups



In 2015, men earned 21 % more than women on average. Comparing the German states, the gender pay gap ranged from 4 % to 26 %. Assuming similar qualifications, occupations and professional biographies for women and men, the gender pay gap in 2010 amounted to some 7 % (adjusted gender pay gap).

Gender pay gap 2015

Gender pay gap (%)

- Less than 10
- 10 and less than 20
- 20 and less than 25
- 25 or above

Mean 21 %



3.11 Gender Pension Gap

Indicator Description:

Definition: The difference in percent between the average personal old-age pension of women compared with that of men aged 65 and over.

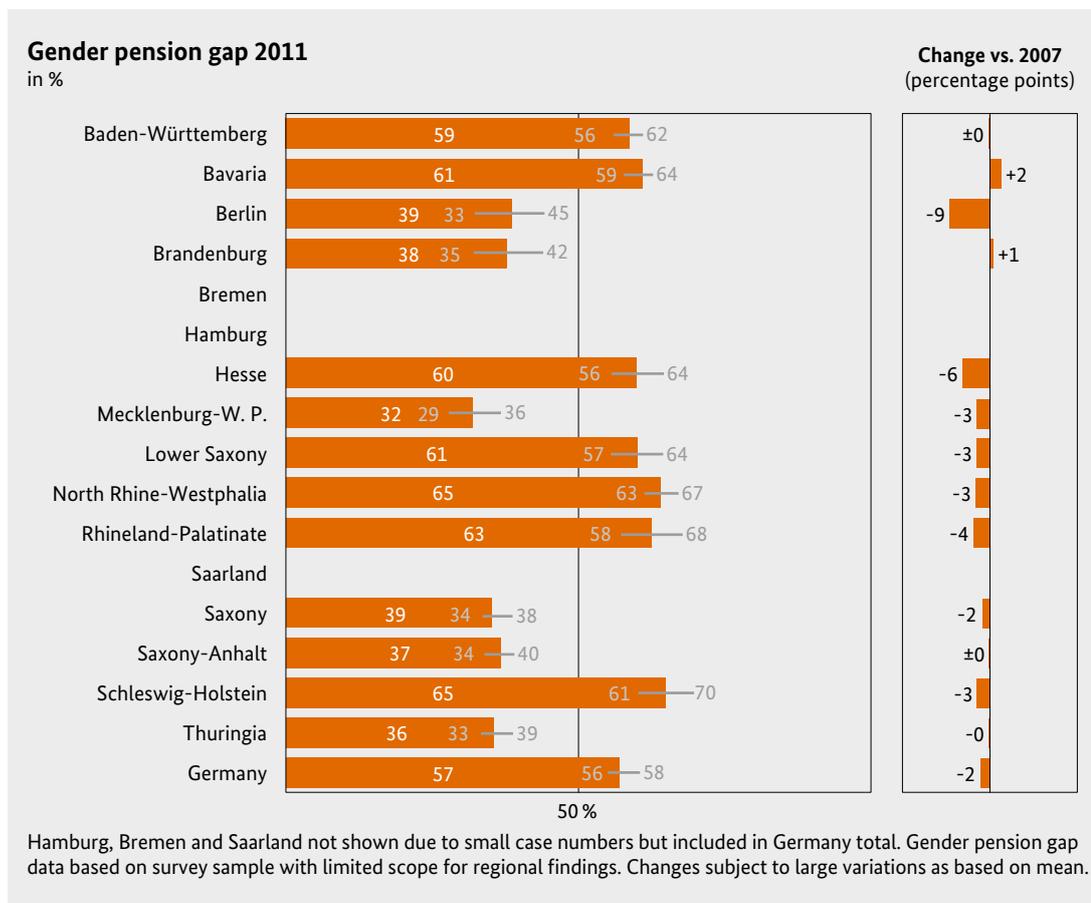
Methodological Notes: To calculate the Gender Pension Gap, the relative difference in average personal pensions of all women covered by the study are compared with those of the corresponding group of men. The indicator allows no conclusions to be drawn in terms of actual income in old age. Other indicators must be taken into account for this purpose. It does not include derived old-age pension entitlements (e.g. survivor's pension) and important household-related aspects which influence an individual's financial situation.

Data Source: Study on Alterssicherung in Deutschland (ASID) (Old-Age Pensions in Germany) 2007 and 2011 conducted by TNS Infratest.

The indicator shows the difference between personal old-age pensions of women and men aged 65 and over.

These differences can be attributed to:

- Unequal old-age pension receipts due to significantly lower employment opportunities during the individuals' entire working life
- The long-term effects of differences in average gross hourly pay of women and men (gender pay gap)
- The fact that women tend to have more frequent periods in which they work part-time or are unemployed due to family-related circumstances
- The different effects of joint decisions made by couples when it comes to having children: women run the longer-term risk of receiving a lower personal pension due to their limited opportunities for employment
- The effects of differing employment records on personal old-age pensions of women in eastern Germany compared with those of women in western Germany



In 2011, women's personal old-age pensions were not even half that of those for men. The Gender Pension Gap amounted to 57.4%, with women receiving 57.4% less pension than men. In an east-west comparison, significant differences are evident: the Gender Pension Gap in western Germany is 61.4% and 35.7% in eastern Germany.

Gender pension gap 2011

Percentage differences

36 (margin for error 35–37)

61 (margin for error 60–63)

Mean: 57 (margin for error 56–58)



Regional differences significant only where no overlap between regional intervals, hence only difference between eastern and western German shown.

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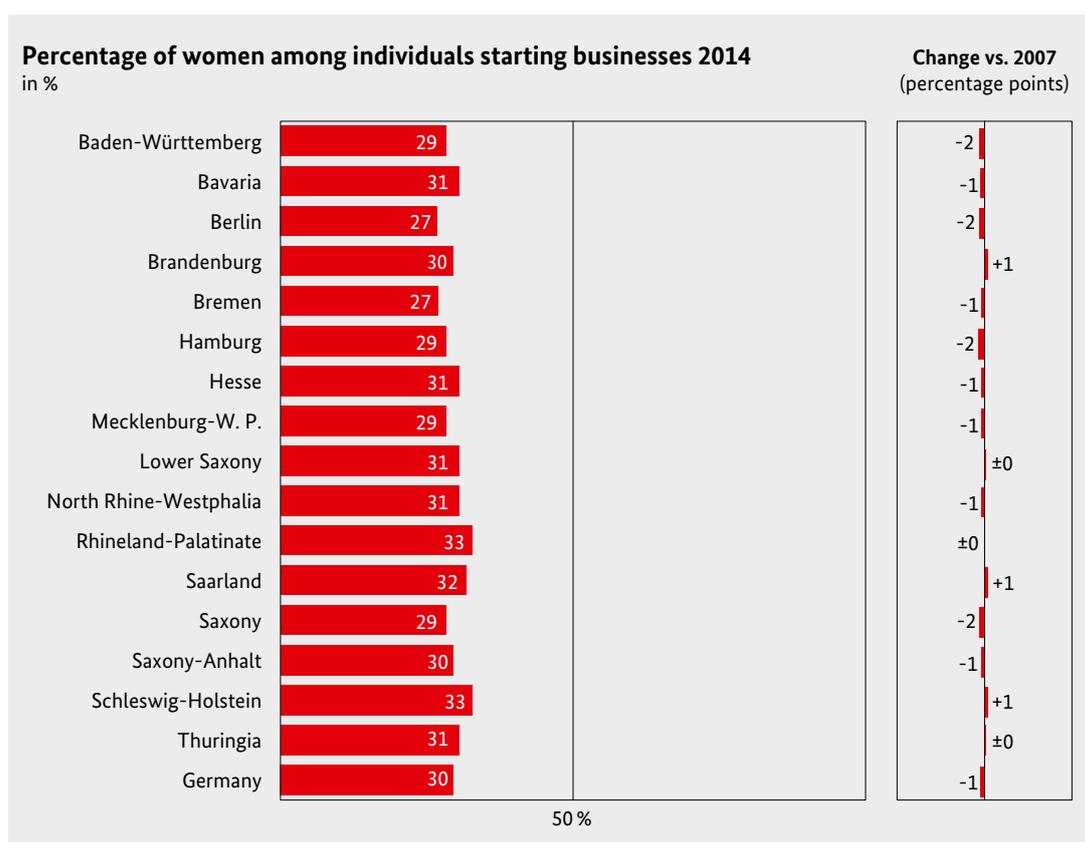
3.12 Business Start-Ups

Indicator Description:

Definition: Percentage of women out of the total number of persons involved in business start-ups.
Methodological Notes: The reliability of this indicator is limited since not all businesses reported as start-ups will actually go into operation. Start-ups in sectors not covered by the German Commercial Code (e.g. unregulated professions, primary production/manufacturing, managing private assets) are not included.
Data Source: Statistics for commercial reporting 2007 and 2014.

The indicator identifies the participation of women in business start-ups. It shows:

- Women's entrepreneurial spirit and courage
- Consultancy services tailored to the target group
- Target group-specific needs concerning support
- Influencing factors in starting a business (economic conditions, unemployment, etc.)
- Loan-granting practices of banks and common practice for grants given by the Federal Employment Agency
- Independent income of women



Out of a total of 642,342 individuals who registered a start-up, 194,810 were women.

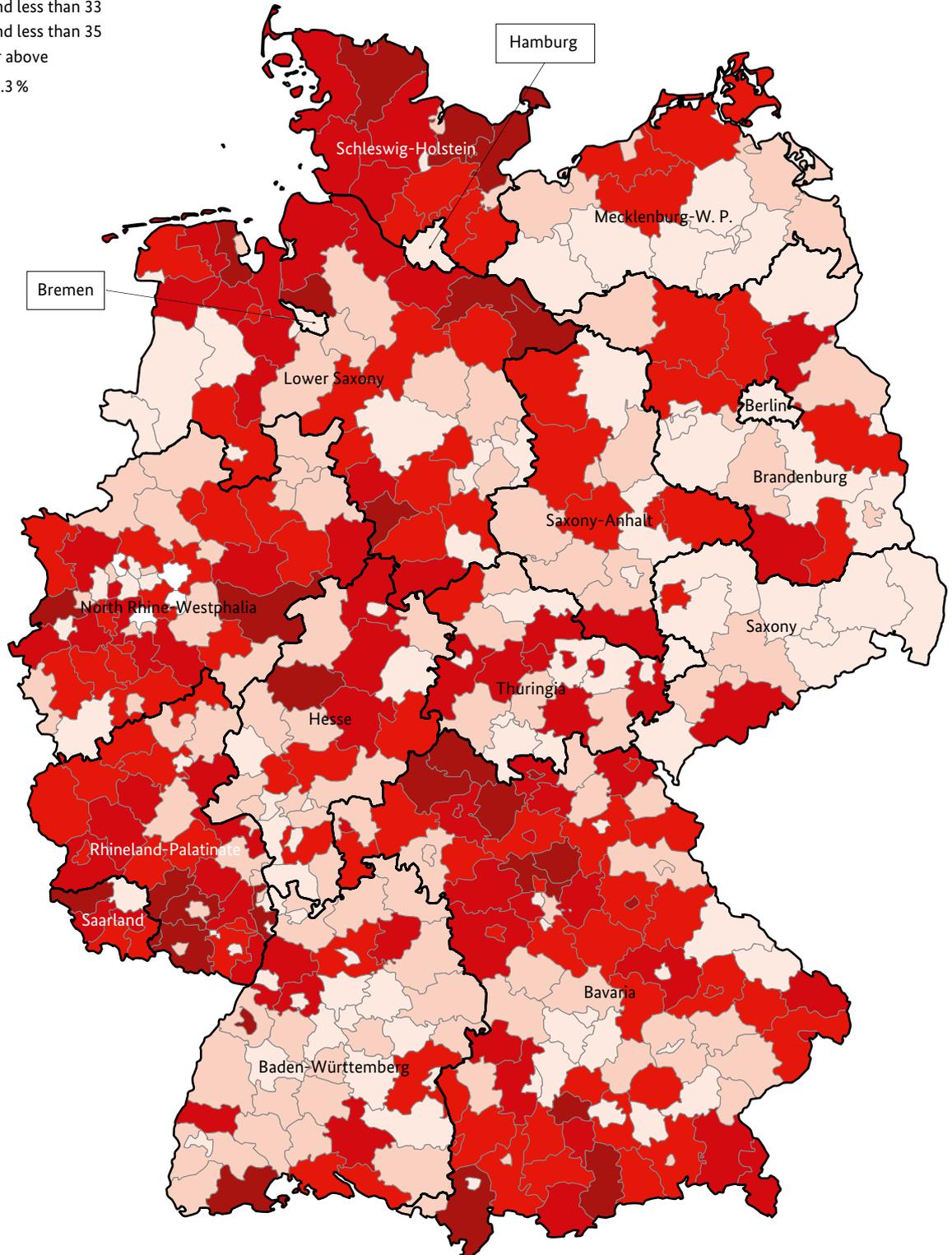
The national average for women thus came to 30.3%. In the comparison between the German states, the percentage of women ranged from 26.9% to 32.5%.

**Percentage of women among individuals starting businesses 2014,
by administrative district/municipality**

Women's share (%)

- Less than 29
- 29 and less than 31
- 31 and less than 33
- 33 and less than 35
- 35 or above

Mean: 30.3 %



3.13 Men Working in Child Daycare Facilities

Indicator Description:

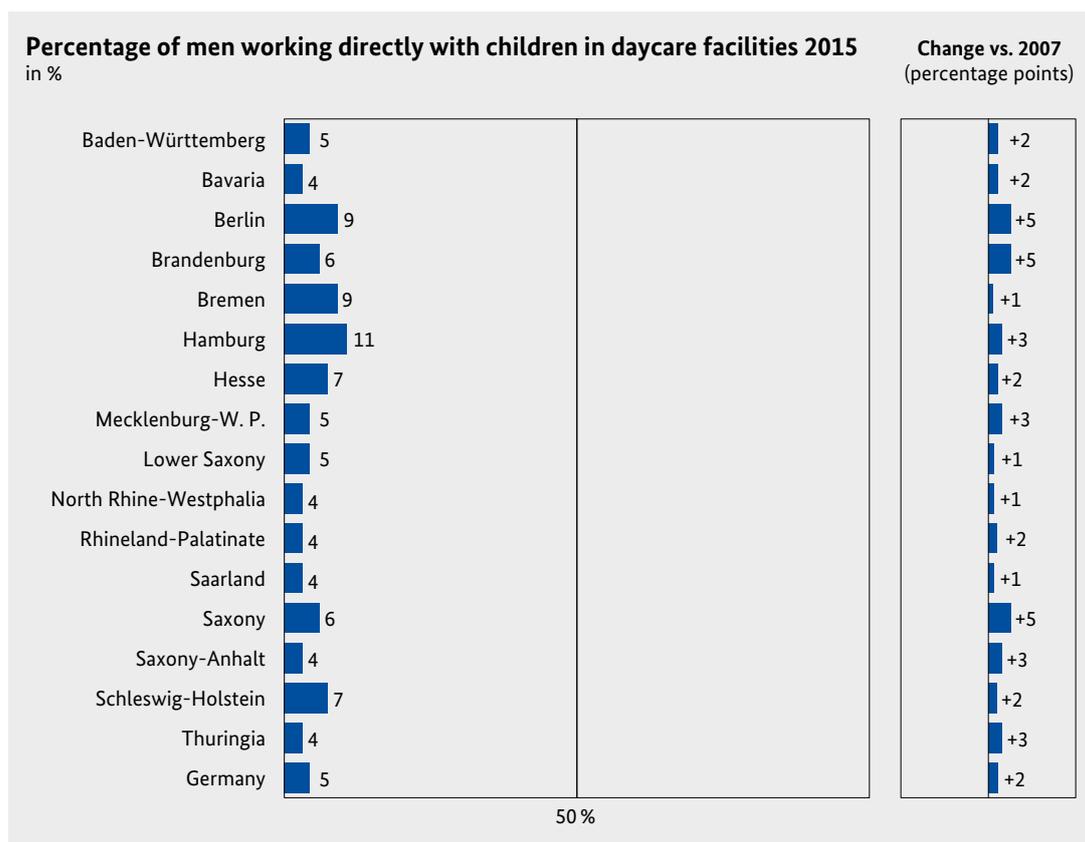
Definition: Percentage of men out of all persons directly working with children under the age of 14 in daycare facilities.

Methodological Notes: Only those directly involved in childcare are taken into account. Management, administrative staff, etc. are not included.

Data Source: Statistics for children and working staff in daycare facilities in 2007 and 2015.

The indicator shows the percentage of men working as educators in daycare facilities for children aged 14 and under. It shows:

- Gender-specific behaviour by women and men in choosing a career
- The influence of traditional role models in the career choices made by women and men
- A gender-specific division into typically female and typically male occupations, and thus of the jobs market itself
- The existence of female and male role models in early childhood education and upbringing
- A diversification of the male role model communicated in early childhood education and training



In 2015, 519,932 persons were active in professional childcare, 26,702 of whom were men. The percentage of men amounted to 5.1% on average. Comparing the German states, the percentage of men ranged from 3.5% to 10.6%.

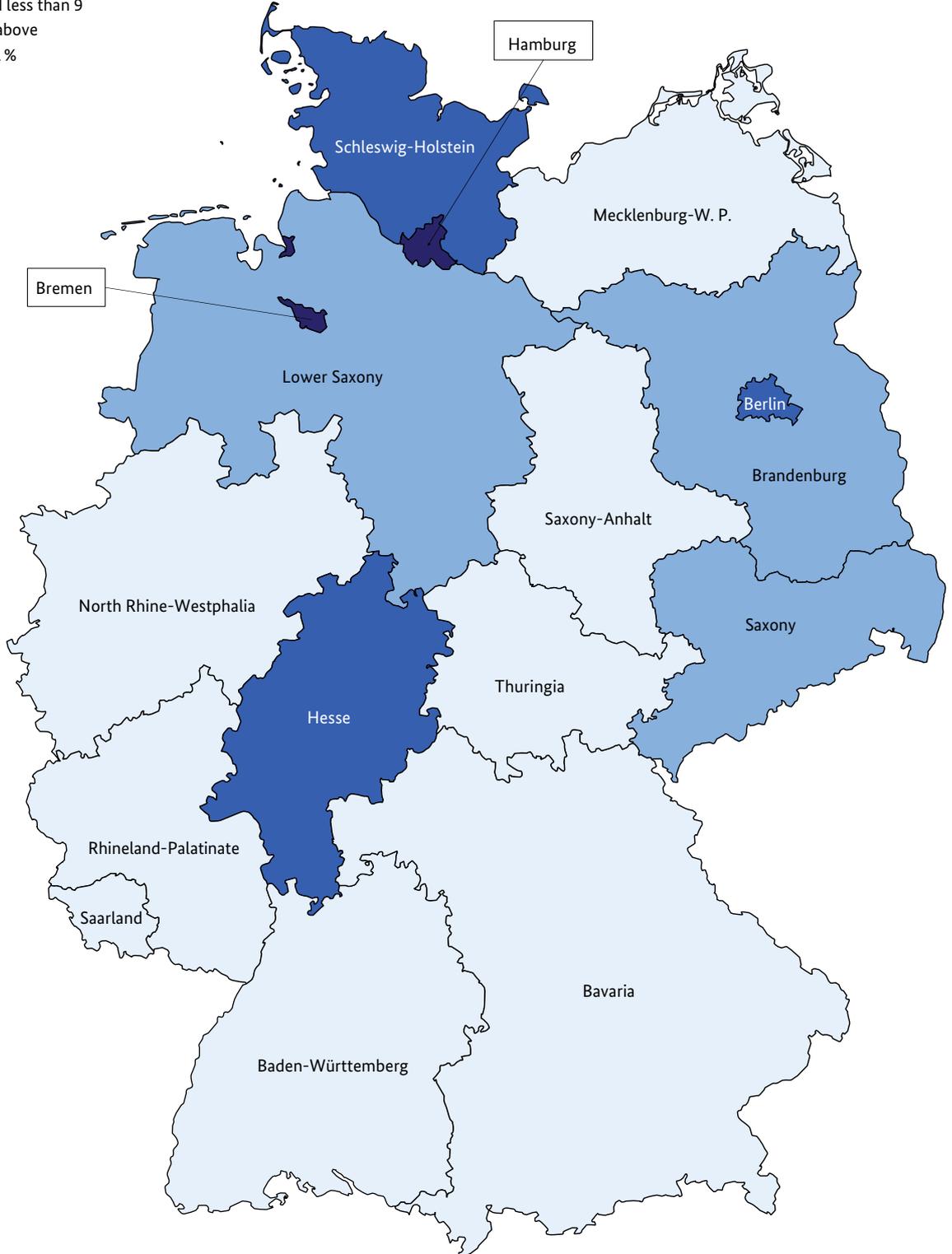
In 2015, out of 29,981 persons working exclusively in management positions in daycare facilities in Germany 1,750 (or 5.8%) were men.

Percentage of men working directly with children in daycare facilities 2015

Men's share (%)

- Less than 5
- 5 and less than 7
- 7 and less than 9
- 9 or above

Mean: 5.1%



Overview of Indicators in Part III. Work and Income

Indicator		Germany	Change in Percentage Points
3.1	Employment rate in women and men 2014		
	- Women	53 %	+7*
	- Men	59 %	+5*
3.2	Part-time employment rate in women and men 2014		
	- Women	45 %	+10*
	- Men	9 %	+3*
3.3	Percentage of women and men aged 30 to under 55 in mini jobs 2014		
	- Women	17 %	-6*
	- Men	4 %	±0*
3.4	Employment rate in mothers and fathers with youngest child under three 2014		
	- Women	32 %	+2*
	- Men	82 %	-3*
3.5	Fathers claiming parental allowance for children born in 2013	32 %	+11**
3.6	Percentage of children under three in daycare 2015	33 %	+17*
3.7	Unemployment rate in men and women 2015		
	- Women	6 %	-2**
	- Men	6 %	-1**
3.8	Percentage of men and women among long-term unemployed 2015 as % of all unemployed		
	- Women	39 %	-4*
	- Men	37 %	-1*
3.9	Percentage of women and men aged 65 or older claiming basic security benefits 2014		
	- Women	3 %	±0**
	- Men	3 %	-1*
3.10	Gender pay gap 2015	21 %	-2*
3.11	Gender pension gap 2011	57 %	-2*
3.12	Percentage of women among individuals starting businesses 2014	30 %	-1*
3.13	Percentage of men working directly with children in daycare facilities 2015	5 %	+2*

* Change versus 2007

** Change versus 2008

IV.

Personal Circumstances

Four indicators are used to describe the personal circumstances of women and men.

The first indicator relates to housing and living conditions in old age. Living alone in old age continues to be an issue which predominantly affects women. This is mainly due to their higher life expectancy (the second indicator), and also because – in keeping with the social norm – male partners tend to be older than their female partners. These circumstances result in the fact that, when in need of nursing care, women tend to be more reliant on professional support and help.

To document the immense importance of domestic violence in gender equality, the Gender Equality Atlas uses this as the third indicator to identify women's personal circumstances. It shows that it is women who are largely the victims of domestic violence. Feeling safe and actually being safe are central factors when it comes to quality of life and not least in a person's immediate environment. It is thus important that this form of violence is taken seriously by society and is combated.

To be sustainable, gender equality policy thus relies not only on objective information about the relevant range of topics, but also on those taking action and working towards guaranteeing and securing equal opportunities for women and men across society. A fourth indicator was thus used which provides information about the presence of full-time municipal officers for women and equal opportunity.

4.1 Older People Living Alone

Indicator Description:

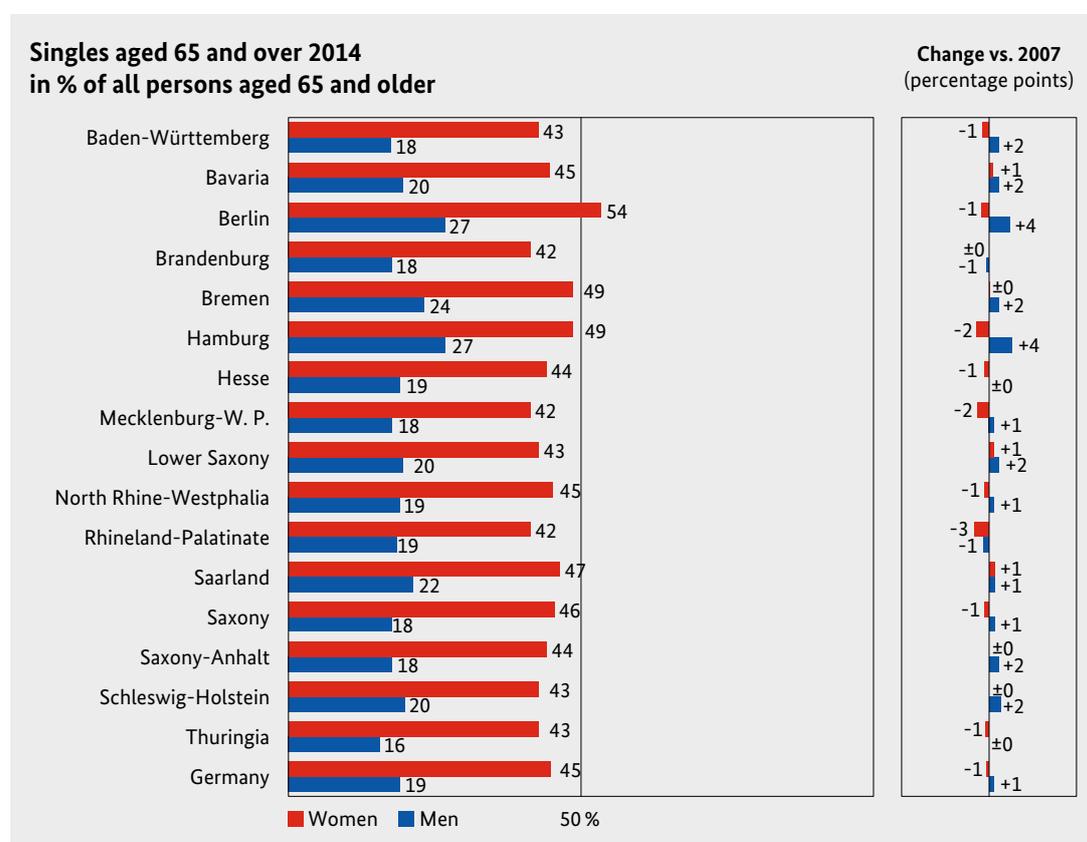
Definition: Percentage of women and men aged 65 and over who are living alone out of all persons aged 65 or older.

Datenquelle: Microcensus 2007 and 2014.

The indicator shows:

- The typical living arrangements of the elderly, largely older women
- The need for assistance and help with rising age

The necessity to foster social contact



In 2014, the national average for women living alone at an age of 65 years or older was 44.6%. Out of all men of this age in Germany, 19.4% lived alone. In all German states, the number of older women living alone was significantly higher than that of older men. Comparing the data from individual states, the percentage of women living alone ranged from 41.5% to 53.6%, that of men from 15.5% to 26.8%.

Singles aged 65 and over 2014 (index basis)

Index: Percentage of single women when percentage of single men set equal to 100

- Less than 210
- 210 and less than 230
- 230 and less than 250
- 250 or above

Mean: 229



4.2 Full-Time Municipal Officers for Women and Equal Opportunities

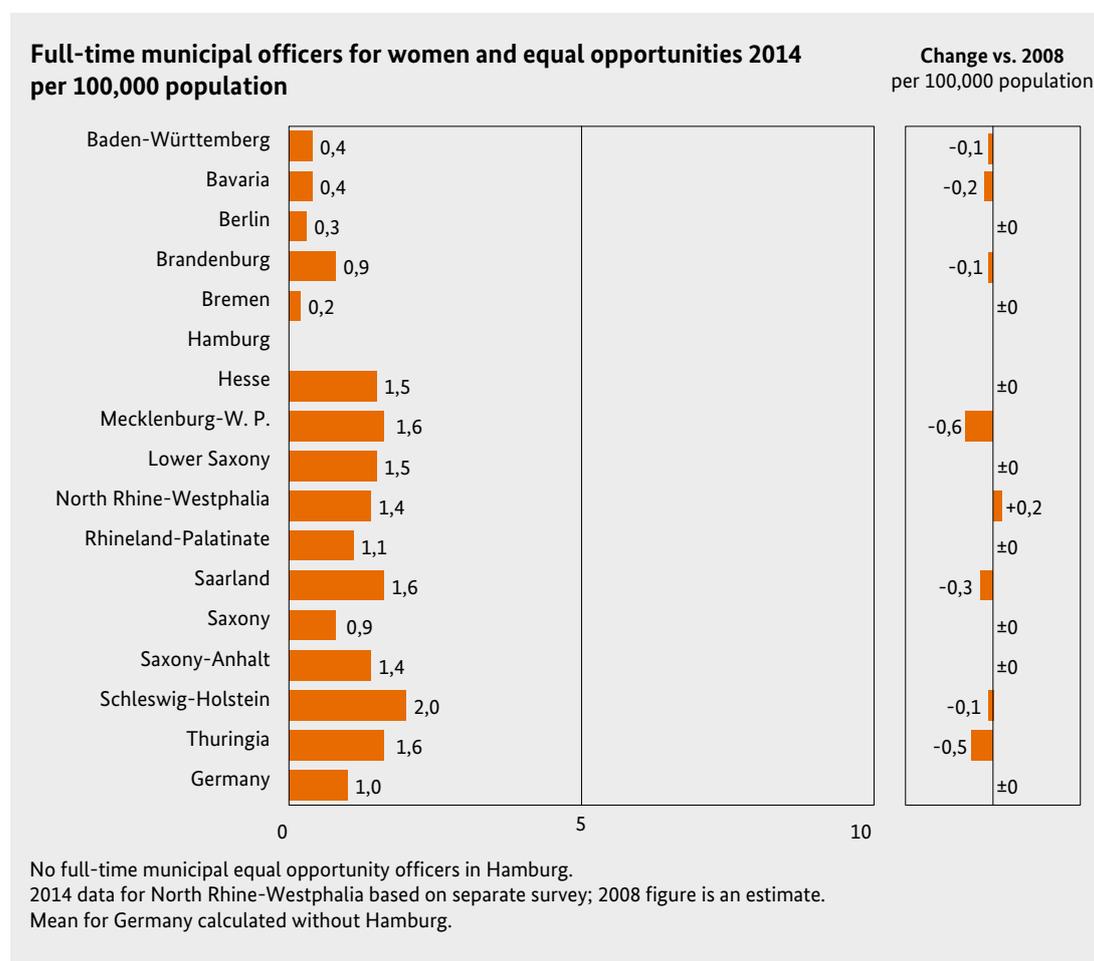
Indicator Description:

Definition: Number of full-time municipal officers for women and equal opportunities per 100,000 inhabitants.

Methodological Notes: Included are officers for women and equal opportunities (if employed for at least 19.25 hours/week). The explanatory power of the indicator is limited by the fact that the German states lack a unified definition of the statutory responsibilities of these officers.

Data Source: Survey by the Federal Working Group of Municipal Officers for Gender Equality.

The indicator provides information on the implementation of the constitutional mandate according to Article 3 II of German Basic Law and of its political support in developing a sustainable and more professional competence in questions of equal opportunity policy in municipal administrations. This applies despite the lack of a unified definition between the German states of these officers' statutory responsibilities.



In 2014, there were 1.0 full-time equal-opportunity officers in Germany per 100,000 inhabitants. In the German states this rate varies from 0.2 to 2.0.

Full-time municipal officers for women and equal opportunities 2014

per 100,000 population

- Less than 0.5
- 0.5 and less than 1.0
- 1.0 and less than 1.5
- 1.5 or above

Mean: 1.0



No full-time municipal equal opportunity officers in Hamburg.
 2014 data for North Rhine-Westphalia based on separate survey;
 2008 figure is an estimate.

Mean for Germany calculated without Hamburg.

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4.3 Domestic Violence

Indicator Description:

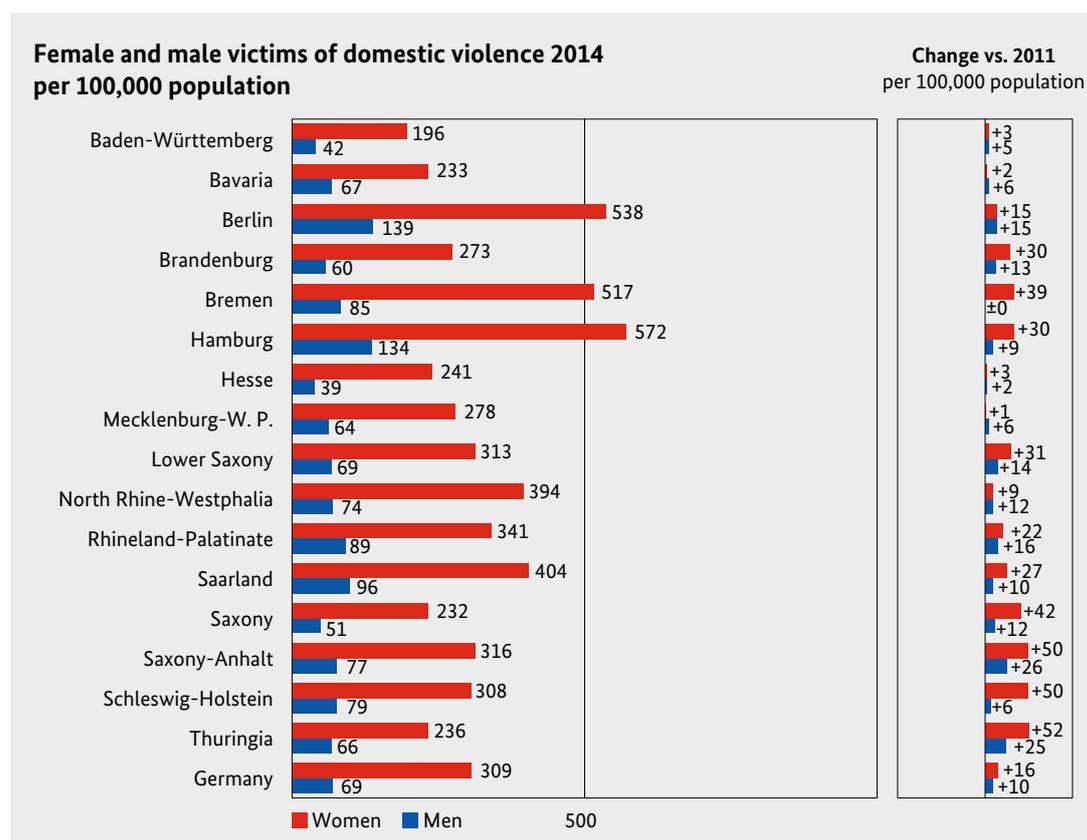
Definition: Cases of female and male victims of domestic violence registered by the police per 100,000 women or men.

Methodological Notes: Domestic violence is defined as physical, sexual and psychological violence in current or former partnerships (marriages, non-married couples, same-sex partnerships), regardless of where it takes place. The individuals concerned must not necessarily live together for domestic violence to have occurred. Forced marriages and human trafficking are not included. The statistics reflect cases involving victims aged 16 and above.

Data Source: Police crime statistics, updated population statistics for 2011 and 2014.

The indicator shows that it is largely women who fall victim to domestic violence. It shows:

- Its impact on victims' quality of life
- The effects on victims' health and the potential long-term consequences
- The mortality rate
- The costs to society
- The extent of domestic violence committed against women and men



In 2014, per 100,000 inhabitants, 69 cases of domestic violence were committed against men. The number of cases involving domestic violence committed against women was 309 per 100,000 inhabitants. In a comparison of the German states, the number of cases with male victims ranged from 39 to 139, and with female victims from 196 to 572.

In Germany overall, a total of 133,405 individuals were victims of domestic violence: 23,230 men and 110,175 women (a total of 131,963 cases). The number of victims of domestic violence as a percentage of all victims aged 16 and over (a total of 849,049) amounted to 15.7% in 2014.

Female and male victims of domestic violence per 100,000 population 2014 (index basis)

Index: Female victims per 100,000 population when male victims per 100,000 population set equal to 100

- Less than 400
- 400 and less than 450
- 450 and less than 500
- 500 and less than 550
- 550 or above

Mean: 448



4.4 Life Expectancy

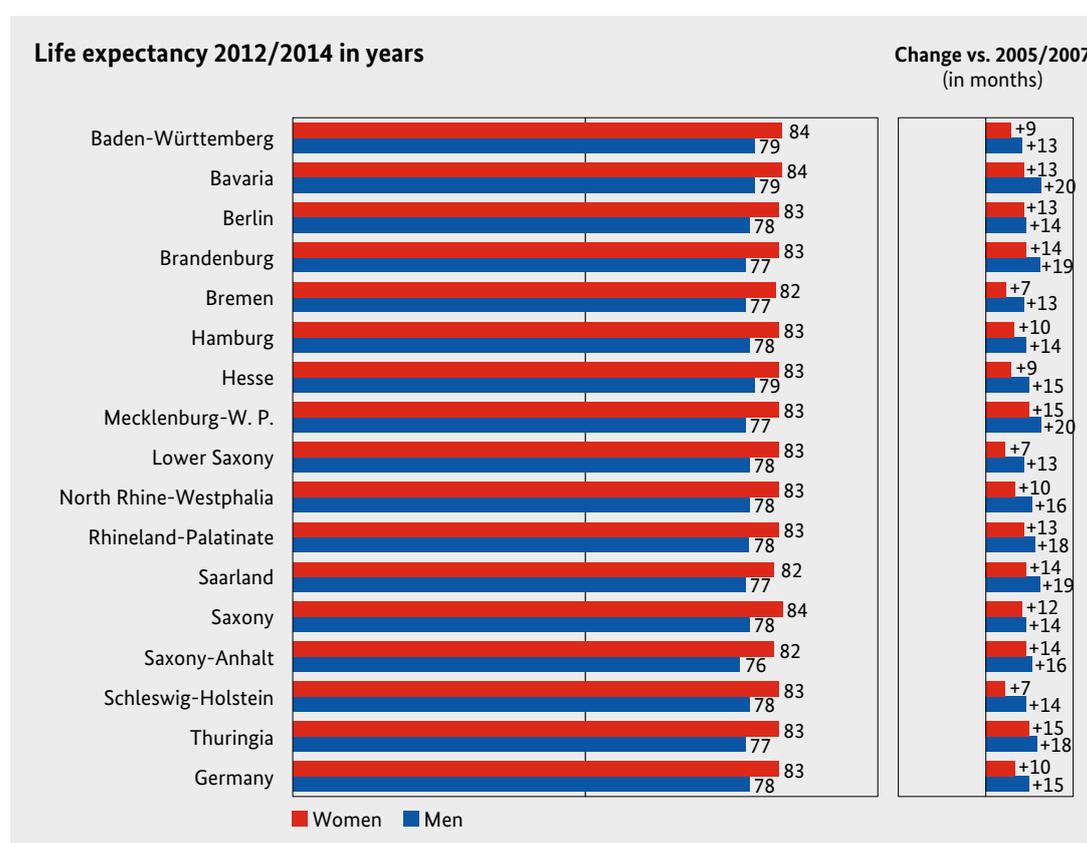
Indicator Description:

Definition: Average life expectancy of women and men at birth.

Data Source: Mortality statistics 2005/2007 and 2012/2014.

This indicator shows the differences between women's and men's average life expectancy at birth. It shows:

- Lost years among men due to gender-oriented behaviour, such as:
 - Higher incidence of risk-taking
 - Inadequate eating habits
 - Fatal traffic accidents
 - Work-related stress
 - Poorer preventive healthcare



The national average for life expectancy in 2012/2014 was 83.1 years for women, and 78.1 years for men. Comparing the German states, women's life expectancy ranged from 82.2 years to 83.9 years, and that of men from 76.2 years to 79.4 years.

Overview of Indicators in Part IV. Personal Circumstances

Indicator		Germany	Change in Percentage Points
4.1	Singles aged 65 and over 2014 - Women - Men	45% 19%	-1* +1*
4.2	Full-time municipal officers for women and equal opportunities 2014 (per 100,000 population)	1	±0**
4.3	Female and male victims of domestic violence 2014 (per 100,000 population) - Women - Men	309 69	+16*** +10***
4.4	Life expectancy 2012/2014 (in years) - Women - Men	83 78	+10**** +15****

* Change versus 2007

** Change versus 2008

*** Change versus 2011

**** Change versus 2005/2007

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