

5. Women in politics

In the 16th Deutsche Bundestag (Lower House), 31.6% of its members are women, i.e. of 614 members 194 are female. The share of women in the Federal Government is 37.5%, with six female cabinet members out of 16. There are about 31 female ministers in the Länder governments, shares varying between 10% in Saxony-Anhalt and 33% in Berlin.

6. Women and health

There are clearly differences between men and women in terms of their diseases and health problems. Working and living conditions have an impact on health and disease. Health problems are dealt with differently, as is the use of medical care. The "Report on the health situation of women in Germany", for the first time published by the Federal Ministry for Women in 2001, provides an overview of its subject matter. A modern health policy will take the differences between the genders and specific needs into consideration. The Bundeszentrale für gesundheitliche Aufklärung (Federal Centre for Health Education) contributes to the promotion of female health through various measures and media. Women-specific provision of medical care and prevention is to be found, among others, at the 19 women's health centres and the Müttergenesungswerk (organization providing rest for stressed mothers).

7. Violence against women

Violence against women is no longer a taboo but subject of many studies, projects and campaigns by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Currently, there are over 400 women's shelters in Germany. According to estimates, more than 45,000 women seek refuge there. Many women's shelters incorporate advice centres providing further assistance. With the action plan for combating violence against women, in 1999 the Federal Government for the first time drew up an overall concept for all levels of combating violence. Meanwhile, this action plan has been fully implemented, an updating is worked upon. The action plan's measures bear

upon prevention, legislation, cooperation between governmental institutions and nongovernmental assistance, dealing with perpetrators, awareness-building among of experts and the public plus international cooperation. The action plan's implementation is managed by a working group of the Federation and Länder against domestic violence and a nationwide action group against trafficking in women.

"Women in Germany" can be found on the Internet at www.bmfsfj.de in German and English, updated in July 2004.

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

Women in Germany

From women's issues
to equal opportunities
policies

Foreword

Equal opportunities for women and men are an important task for society. Despite legal equality in every day life, women still have difficulties in reconciling family life and career. Leading positions are still mainly occupied by men and women's remuneration is still lower than men's – in positions with the same responsibilities.



I want to encourage women to follow a career and have children and show them that the reconciliation is possible. To this end I want to diminish clichés and take care that young women and men can make their life expectancies come true, because the vast majority of young people today wishes to have a family and a work life.

A very important topic for me is women and health: men and women have different health problems. Therefore they need gender specific treatment and medication.

A policy of equal opportunities is not reduced to a policy for women: Equal opportunities for women and men facilitate full participation in a democratic society and by all citizens.

This brochure illustrates and informs on the many areas of life of women and men in Germany.

Whoever wants to get background and more extensive information will find this on the enclosed CD-Rom. The brochure "Women in Germany" and further information on equal opportunities policies can also be downloaded at www.bmfsfj.de

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WOMEN AND YOUTH

1. Career choice

In order to improve young girls' career choices, the Federal Government, in cooperation with businesses and others, each year organises the so-called Girls' Day. There is also an internship data base and the project of increasing the number of female trainers and of master craftswomen in jobs where women are traditionally underrepresented. The share of women in IT training and engineering courses at university is supposed to be raised to 40%.

2. Management positions

Despite better qualifications, women only obtain 23% of all management positions and better-paid jobs. At the top of major groups of companies, women as members of the executive board or in the management are still an exception. In private companies, the proportion of women in management is 7.5%, the percentage of women on the executive board is only one per cent. Almost 40% of all female managers work in the service sector and in the health care and welfare. An agreement between the Federal Government and German business' umbrella organizations is supposed to raise the share of women in management positions in a sustainable way.

3. Wage and income gaps

The Federal Government's report on the occupation and income situation of women and men has shown that in 2002 an employed woman in West Germany had only on average 75% of a man's annual gross earnings, in East Germany just under 94%. Thus, the Ministry issued a compendium on equal pay, which is a working aid for employers and trade unions on how to implement the principle of equal pay for equal work for men and women.

Table 1: gainfully employed women

	Federal Republic of Germany		
	gainfully employed women and men	thereof women	proportion
year	1,000		%
1995	36,048	15,109	41.9
1996	35,982	15,276	42.5
1997	35,805	15,256	42.6
1998	35,860	15,351	42.8
1999	36,402	15,744	43.3
2000	36,604	15,924	43.5
2001	36,816	16,187	44.0
2002	36,536	16,200	44.3

Source: Federal Statistical Office

4. Balancing family and working life

The main obstacle on the way to a full participation of women in society and employment is the reconcilability of family and working life. A better reconcilability would also counteract the increasing manpower shortage in skilled jobs and utilise the huge potential of wellqualified women. Therefore, the expansion of child care facilities is very important. 230,000 additional places in nursery schools, crèches and in daily care will be created until 2010. Besides, the Federal Government provides Euro 4 bn for full-time day schools. Companies may and should augment such efforts through family-friendly measures, e.g. in work organization and staff policy.