



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

Beijing +20

Implementation of the Beijing Platform for Action
Federal Republic of Germany

Response of the Government of the Federal Republic of Germany

to the UNECE Questionnaire on the Implementation of the
Beijing Declaration and Platform for Action (1995) and the
Outcome Document of the 23rd Special Session of the General
Assembly (2000)

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I.

Achievements and Challenges since 1995

Fundamental Remarks

The Beijing Platform for Action, and the documents subsequent to it, provide important guidelines for equality policy in Germany. Its comprehensive approach is broadly addressed and implemented through measures, laws and activities. By ratifying the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), Germany committed itself to establishing the de jure and de facto equality of women and men.

The Federal Government promotes equality by

- introducing and steering concerns relating to equality policy within the Federal Government, particularly in legislation,
- project funding and institutional promotion of social players, research and pilot projects,
- supporting nationwide networks, also online, as well as nationwide coordination offices and competence centres,
- cooperating with the Laender and municipalities, with non-governmental organisations and business enterprises,
- voicing equality issues in international bodies.

In this context, the work of the Federal Government is guided by a concept of equality policy that considers the realisation of equal rights to be a mainstreaming task (gender mainstreaming). Since 2000, the equality of women and men has been a consistent guiding principle in the Joint Rules of Procedure of the Federal Ministries and is to be promoted in all political, normative and administrative measures of the Federal Ministries within their areas of responsibility.

The Federal Ministries and federal authorities are obliged to take gender mainstreaming into consideration in their expenditure policy as well. Owing to this mainstreaming approach, funds for the promotion of gender equality and the empowerment of women can be found in nearly all of the Federal Government's budget items. It is therefore impossible to identify the share of the national budget that is used exclusively to promote equality. Germany has a tradition of cameralistic accounting that has proven successful up to the present day. However, this budgeting system makes implementing gender budgeting more complicated. Most changes can be observed in cases where the corresponding budgets in Laender and municipalities are the subject of strategic reorientation, thereby departing from the cameralistic system. Effecting changes in such budgeting practices is, however, a protracted process.

Women's and Equality Policy since 1995

From the mid-1990s, roughly the time of the 4th World Conference on Women, women's policy in Germany has been developed to become the equality policy for women and men. The goal is not a policy for women or for men, but instead a policy that offers women and men equal opportunities.

The dissolution of unfair structures and mechanisms, as well as the transformation of traditional role models effect equality between women and men in partnerships, family and the working world, became a political, social, cultural and economic task. Solidarity and support for women and men and for a society that truly offers equal opportunities for both sexes became one of the goals of equality policy during this period.

For several years now, we have found ourselves in a period of transition to a new, third stage: today, 20 years after Beijing and over 25 years after the establishment of a Federal Ministry for Women, a life cycle-oriented policy for women and men, as well as the goal of partnerships on an equal footing, are on the agenda of modern equality and social policy. By submitting its First Report on Gender Equality in 2011, the Federal Government clearly illustrated that, in order to make use of the opportunities offered by an effective equality policy in the long term, concentrating solely on improving individual situations in the development of political measures for women and men is insufficient – it is especially important to also support the development of long-term, life-cycle perspectives. This approach ties equality policy in with social, education and labour-market policies to create a sustainable policy of social cohesion, reduce gender-related disadvantages, and enhance mutual responsibility within partnerships.

In its analysis and the derived policy approaches, the Federal Government especially focuses on

- the many disruptions, junctures and moments of transition in the life courses of women and men,
- the objective that decisions made during a certain phase of life may never irreversibly close the door to other paths, and that opportunities for development must be created,
- changes in essential institutional and sociocultural framework conditions that no longer consistently determine gender relationships throughout life,
- the fact that different generational experiences must be aligned with each other in our society.

Cooperation with the Laender and Municipalities, with Civil Society, and on the International Level since 1995

Federalism

Since the Beijing Platform for Action was adopted, numerous legal initiatives and political measures have been launched in very different areas of life. It has turned out that problems and challenges have become more complex and can often not be addressed through statutory regulations alone. What is required are different measures and close cooperation between the Federal Government, the Laender and the municipalities. As a result of Germany's federal system, each of the 16 Laender implements its own measures to promote equality in the areas for which they are responsible. Examples of this can be found in the Appendix.

Civil society

In Germany, creating equal opportunities for men and women is considered to be a task for society as a whole. It can only succeed through networking and cooperation with important allies. Such allies must be specifically strengthened, particularly those representing groups of disadvantaged women. The Federal Government provides aid, for example, by financially supporting nationwide coordination offices and groups representing special interests. Working groups have also proved to be very effective, e. g. in combating domestic violence and trafficking in human beings, where non-governmental organisations work alongside the responsible Federal Ministries and other competent bodies on the federal level, as well as representatives of the Länder and the municipalities.

International cooperation

The Federal Government also actively participates in shaping international and European equality policy. It works towards the implementation and enhancement of agreements, stipulations and commitments relating to equality policy on the international and European level in Germany and towards Germany's own experience influencing international and European equality policy. This is achieved through work in bodies, participation in negotiations, meetings and events, as well as through bilateral and multilateral contacts. Germany is, for example, represented in a number of bodies within the European Institute for Gender Equality (EIGE) and the Gender Equality Commission of the Council of Europe. In addition, Germany has been one of the 45 members of the United Nations Commission on the Status of Women since 1997 and was re-elected for another four years in 2012. Sharing experience on the international and European level greatly benefits national equality policy; examples of best practice from other countries provide important impulses, and international developments also have an influence on equality policy and the human rights agenda.

Important Milestones since 1995

Important progress has been made in many areas of equality policy since 1995. Just a few examples will be mentioned here as an introduction – detailed information can be found in Chapter Two of this report.

Alongside the principle of equality in the Basic Law of the Federal Republic of Germany, the General Equal Treatment Act (AGG), which came into force in 2006, is a central statutory regulation. It implements a number of EU Equal Treatment Directives intended to provide protection against discrimination on grounds of gender, for example. In order to support those affected, the independent Federal Anti-Discrimination Agency (FADA) was established.

The UN Convention on the Rights of Persons with Disabilities (UNCRPD) should be cited as another milestone. Germany was one of the first countries to sign the UNCRPD and the Additional Protocol on 30 March 2007, ratifying it on 24 February 2009. Multiple forms of discrimination against women with disabilities were recognised in Article 6 for the first time. In order to do justice to the requirements of the UN Convention on the Rights of Persons with Disabilities today and in the future, the Federal Government drafted a National Action Plan, in which

measures to the benefit of women with disabilities were also adopted. One of the focal points is the prevention of violence against women with disabilities.

In addition, there have been important improvements in the reconcilability of family and career since 1995: since 1996, children who have reached the age of three are legally entitled to a place in a kindergarten. The joint goal of the Federal Government, the Laender and the municipalities was – and is – the provision of child-care places for children during the first three years of life, in keeping with the demand. This was the prerequisite for the legal entitlement to child care for children who have reached the age of one year, which came into force on 1 August 2013. In February 2011, the “Charter for Family-Conscious Working Hours” was adopted together with the central associations of German business and the German Confederation of Trade Unions. In March 2013, representatives from politics, the central associations of German business and the German Confederation of Trade Unions drew a positive balance of the Charter at the Family Summit 2013.

The introduction of familial leave in 2012 also facilitates the reconciliation of care-giving and professional life. Over 25 % of the companies (according to the “Family Monitor”) offer familial leave models.

Another important milestone is the Federal Act on Parental Allowance and Parental Leave (BEEG), which came into force in 2007. It provides for the substitution of 67 % of the income forfeited as a result of the birth of a child for a maximum of 12 months for one parent, or 14 months if shared by both parents. They are free to divide the time taken among them. As of July 2015, parental allowance will be augmented by parental allowance plus. This will allow parents who work part-time to receive parental allowance for a longer period of time, thus compensating for the disadvantage that previously resulted for those working part-time and receiving parental allowance. Parental allowance plus will be augmented by a partner bonus, to which recipients of parental allowance who simultaneously work 25 to 30 hours a week will be entitled.

In addition, legislative bodies attach great importance to equal opportunities for women and men in active labour market policy. Thus, the equality of women and men is clearly regulated as a consistent principle to be pursued in promoting employment and in the provision of basic income support for job-seekers. In addition, full-time Representatives for Equal Opportunities in the Labour Market are to be appointed, both in the Employment Agencies and in the Job Centres.

In order to facilitate re-entry into the labour market for women after family-related interruptions, the Action Programme “Vocational Reintegration as a Perspective” was launched in 2008 as a broad-based initiative in close cooperation with the Federal Employment Agency.

A number of steps have been taken to eliminate the gender pay gap. An annual Equal Pay Day has been held since 2008. The Federal Ministry for Family Affairs has been offering the computer-based Logib-D pay transparency programme and consulting services for business enterprises since October 2009 in order to identify hidden differences in pay between women and men.

Relationships based on a greater degree of partnership also require young people to critically assess traditional gender roles. A “Girls’Day” has been held every year since 2001. In 2011, it was joined by the first nationwide “Boys’Day”, which has also become increasingly popular. In addition, since 2009, there has been a unit dedicated to “Gender Equality Policy for Boys and Men” within the BMFSFJ’s Gender Equality department. The Federal Initiative “More Men into Early Childhood Education”, which aims at expanding the range of occupations chosen by boys and men, was launched in 2010.

The Federal Armed Forces (“Bundeswehr”) opened all military careers and assignments to women in 2001. Until this time, women were only admitted to the medical and music services.

A series of successful measures has also been taken in Germany since 1995 to combat violence against women and girls. When the revised Section 177 of the Penal Code came into force in 1997, rape within marriage was made punishable by law. Prior to this, rape within marriage was prosecuted only as coercion in accordance with § 240 of the Criminal Code. With the Action Plan to Combat Violence against Women of 1999, the Federal Government submitted the first comprehensive concept on all levels to combat violence. One result was the “Act on Civil-Law Protection against Violence and Harassment (Protection against Violence Act)”, which not only simplified the process for allocating the joint residence to one of the parties, but also includes statutory regulations prohibiting the violent partner from contacting or approaching the other party. The Action Plan was updated in 2007; this “Second Action Plan to Combat Violence against Women” addresses areas in which a need for specific action was identified following the first Action Plan. This includes the consideration of women with an immigrant background, as well as women with disabilities, the field of medical care, and prevention measures that begin as early as possible.

On 11 May 2011, Germany signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. Currently, an assessment is under way as to whether all the stipulations of the Convention have been implemented in the meantime, so that a draft of the enacting law necessary for ratification can be submitted to parliament.

Through the national helpline “Violence against Women”, which has been available around the clock and free of charge on 08000 116016 since early 2013, the Federal Government offers women who are affected by violence the first nationwide source of initial counselling, information and further referral to local support institutions.

Against the backdrop of insufficient consideration of gender-specific aspects in medicine and medical care for women, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth published the “Report on the Health Situation of Women in Germany” in 2001, from which important impulses for a gender-sensitive perspective on questions of health research and approaches to diagnosis and therapy emerged. The Report includes extensive data and facts based on a special understanding of health and illness relating to the environment in which women live. Diverse activities have since been undertaken on the national, Länder and municipal level in order to improve health-related prevention, care and rehabilitation structures in line with needs and to adapt them to gender-specific differences. Targeted measures have, for example, also led to progress in the medical care of women affected by violence.

Further important measures relate to sexual and reproductive health. The German Bundestag adopted the Act on Improvement of Assistance for Pregnant Women and on Confidential Birth on 7 June 2013; it became effective on 1 May 2014. In addition, the Federal Government supports couples in fulfilling their wish to have a child with medical help. To this end, the Federal Ministry for Family Affairs launched the Federal Initiative “Assistance and Support in the case of Unintended Childlessness” in April 2012.

Challenges

There is still a need for action in Germany in order to achieve real equality between women and men and to eliminate structural disadvantages. Despite the increased labour market participation of women in the old Laender (i.e. what used to be West Germany) since the 1990s, traditional role models often still persist there.

Women still do not have equal opportunities in many areas of society. The reconciliation of working life and family poses a number of problems for many women in Germany. For example, care for children and for relatives in need of long-term care is still mainly provided by women.

Against this background, women’s employment biographies more often include interruptions or part-time employment (frequently marginal), owing to family responsibilities. This puts women at a disadvantage in their professional development and leads to a lower income from gainful employment over the course of their working lives in comparison with men and, in the long term, to what has become known as the gender pension gap. Interruptions in gainful employment due to family responsibilities are also one of the main causes of persistent pay inequality.

Despite all political efforts, the percentage of women in executive positions also fails to reflect their presence in the working world and their high levels of education. Women are particularly underrepresented among the “top executives” – on management and supervisory boards – in Germany. Female board members are still only to be found in just under one in five large German companies¹. Therefore, the Federal Government will initiate legislation in 2014 to promote a more balanced participation of women and men in management positions in the private sector.

Despite considerable improvements in preventing and combating violence against women, there is still extensive violence against women in Germany. According to a recent European study, one in three women is affected by violence. Roughly one in four women living in Germany has experienced physical or sexual violence at the hands of their current or a previous partner on at least one occasion.

The implementation of the Beijing Platform for Action requires further political and legislative efforts. The Platform, in conjunction with the CEDAW Convention and the fundamental entitlement to equal rights, continues to serve as a stimulus and a challenge for political action.

1 DIW (ed.): Female Executive Barometer 2014, p. 20.

II.

Measures 2009–2014

A. Women and Poverty

The current 4th Report on Poverty and Wealth examines the risk of poverty not only from the perspective of statistics, which mainly describe the existing situation, but also in relation to social mobility, as a process subject to change. In addition, in the view of the Federal Government, educational opportunities, access to equal participation in working life and the resultant income sufficient to secure a livelihood, and the entitlement to benefits from the social security system, are factors that play a role in the analysis of poverty risks and in combating poverty.

The continually increasing labour market participation of women makes an essential contribution to avoiding risks of poverty. Hence, the rise in the percentage of gainfully employed women between the ages of 20 and 64 between 2009 (68.7 % on the annual average) and 2012 (71.5 % on the annual average) was, with an increase of 2.8 percentage points, even slightly greater than that for all gainfully employed persons (increase of 2.5 percentage points). This positive development in women's labour market participation also continued in 2013, with a figure of 72.3 % women working (82.1 % for men) in the second quarter of 2013.

Based on a positive development of the labour market, the current data confirm a generally positive trend in living circumstances in Germany, from which both women and men benefit almost equally.

The following Table, based on the EU-SILC², shows that the threat of poverty for women has remained nearly constant in Germany since income year 2009.

2 EU-SILC (European Union Statistics on Income and Living Conditions) is a European survey aimed at collecting chronologically and internationally comparable multi-dimensional, multi-level and longitudinal micro-data on the topics of income, poverty, deprivation (sociology), social exclusion and living conditions.

Table: Development of the risk of poverty in Germany, in percent*

Income year	2009	2010	2011
Total	15.6	15.8	16.1
Women	16.4	16.8*	17.2*
Men	14.9	14.9	14.9
Total singles	30.0	32.3	32.4
Single women	29.5	32.2	32.7
Single parents	43.0	37.1	38.8
Total unemployed	70.0	67.7	69.3
Unemployed women	69.6	66.1	72.4

** According to EUROSTAT, changes of 1 percentage point and more are significant
Source: Eurostat; Data basis: EU-SILC*

Particularly, people who are unemployed for more than six months in an income year, as well as singles and single parents, are at great risk of poverty. However, while the percentage of unemployed women threatened by poverty has risen from 69.6 % to 72.4 %, the risk of poverty for single parents has demonstrated a marked decline to just under 39 % in 2011.

This partly positive development is the result of comprehensive efforts by the Federal Government to enable women to participate equally in the labour market, to increase the participation of women with and without children in gainful employment (see Section F on both aspects) and especially to improve the prospects, in terms of life and work, of the 1.4 million single mothers in Germany.

Hence, “activation measures and job placement for single parents” has been a focus of the policy of the Federal Employment Agency since 2010. The activities of the Employment Agencies and the Job Centres are implemented with the funds available to the Federal Government, the Federal Employment Agency and the Laender.

Moreover, the Federal Ministry of Labour and Social Affairs (BMAS) and the Federal Employment Agency conducted a campaign, “Developing Employment Opportunities for Single Parents,” in 20 selected labour-market monitoring regions up to the summer of 2013. The goal was to identify the potential of single parents who were also skilled labour and to directly approach companies in need of such labour, in order to offer single parents corresponding training opportunities and jobs. Local players (Job Centres, social partners) in existing networks were actively integrated to this end.

In the context of bilateral and multilateral development cooperation, too, the Federal Government works towards reducing the susceptibility of women to poverty and ensuring that they have equal access to financial services. Corresponding measures were implemented in the context of the thematic focus of “Economic Empowerment” in the Development Policy Action Plan on Gender (2009-2012) of the Federal Ministry for Economic Cooperation and Development (BMZ).

In the period under review, the BMZ provided decisive support for the development of gender-sensitive financial products in the cooperating countries. In the micro-financing programmes operated as part of the German development cooperation, special consideration is given to the integration of women as a target group. For example, micro insurance was introduced in a project in Namibia, which is especially adapted to the living circumstances of women. Additional BMZ projects relate to the MENA³ region, rural areas in Laos or the support for savings and loan cooperatives in Uganda.

B. Education and Training of Women

The formal education of girls and women in Germany has in the meantime reached a high level. In 2012, 54.7 % of school graduates qualified to pursue higher education, and 49.5 % of first-year students in higher education were female. However, there are still gender-specific differences regarding the choice of vocational training and courses of study. Furthermore, the percentage of women declines at higher levels of qualification. Nearly half of all doctoral dissertations were written by women in 2012 (45.4 %), but only one in three habilitations (27 %); and only one in five professorships at German universities was held by a woman (20.4 %) and only 13 % of the management positions in non-university research institutions.

Expanding the range of occupations chosen

The Federal Government therefore continues to pursue the goal of

- expanding women's range of chosen occupations and thus encouraging more women to take up training and careers in the natural sciences/technology, as well as to study STEM subjects (Sciences, Technology, Engineering, Mathematics),
- expanding gender role models for girls and boys,
- increasing the percentage of women in science and management positions at institutions of higher education and non-university research institutions,
- improving the reconcilability of training/career and family and structuring the framework conditions in order to ensure that they support the career development of women.

To implement these goals, the Federal Government has adopted or continued the following measures since 2009.

The "National Pact for Women in STEM Careers" (2008-2014) is a broad coalition with initially 46 (now 164) partners from trade and industry, science and the media, in which the Federal Government, the Laender and the Federal Employment Agency participate. The projects reached nearly 170,000 girls in the first three years. Over two-thirds of them are pursuing a STEM career or aim to do so. There are now over 1,000 individual projects and measures to help schoolgirls and young women discover STEM and to provide support during their studies. Hence, the number of female students enrolling in engineering disciplines increased by over 50 % between 2008 and 2011. In the field of information sciences, their percentage rose to a figure of 22.4 % and is thus higher than ever before. The overall number of students rose by 23.41 % in the period between 2008 and 2012.

3 MENA: Middle East & North Africa

Through “Girls’Day” (since 2001) and “Boys’Day” (since 2011), as well as “New Paths for Boys” (since 2005) and “More Men into Early Childhood Education” (since 2010) (see also Section L), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) promotes the expansion of gender role models for girls and boys and the expansion of the range of career options for boys and girls. This offers both sexes career opportunities beyond the gender-stereotypical occupations.

With its funding line, “More Women at the Top”, the Federal Ministry of Education and Research (BMBF) finances interdisciplinary research on different gender-related questions. Focal points are the gender-stereotypical occupational choice patterns of girls and young women, the courses of women’s working lives and careers, the effect of organisational structures in trade and industry, science and research, and the question as to how gender aspects can better be taken into consideration in biomedical and natural sciences research. The goal is to study the insufficient participation of women and to derive concepts for action from the results. A total of 116 projects have been, or will be, funded between 2007 and 2015.

Part-time vocational training makes it possible for young mothers and fathers to reconcile their training and family life with each other. The JOBSTARTER training structure programme of the BMBF makes efforts to make part-time vocational training programmes better known and to provide practical help in implementing and conducting them. The BMBF is thus promoting a comprehensive initiative to ensure the future supply of young professionals in small and medium-sized enterprises, as well as to improve the situation of young people regarding vocational training places.

Science

At the start of 2013, the second phase of the programme for female professors began, with which the Federal Government and the Laender seek to motivate young women for a scientific career and, at the same time, to enhance the international competitiveness of Germany as a place for science. 150 million Euros are available from 2013 to 2017 (one half from the Federal Government, the other from the Laender). In the first phase (2008–2012), over 260 young female scientists were appointed to unlimited W2 and W3 professorships⁴. Evaluation of the programme shows that the programme for female professorships can demonstrate personnel and structural success:

- Many measures to promote equality were developed and implemented at institutions of higher education.
- The percentage of female professors at German institutions of higher education doubled in the past ten years, to 20.4 %.

4 Source: She figures 2012, EU Commission 2013

Grade explanations: Academic staff (or academia) can be broken down by grades in research activity. The grades presented in this publication are based upon national mappings according to the following definitions: A: The single highest grade/post at which research is normally conducted. B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders (ISCED 6). C: The first grade/post into which a newly qualified PhD graduate would normally be recruited. D: Either postgraduate students not yet holding a PhD degree who are engaged as researchers, or researchers working in posts that do not normally require a PhD.

W 3/C 4 à Grade A, W 2/C 2/C 3 à Grades B, Junior Professor/W 1 à Grade C.

The Federal Government and the Laender, as providers of funding for the non-university scientific organisations⁵ in Germany, advocate the appropriate representation of women in science, especially in management positions. In the wake of a corresponding resolution of the Joint Science Conference (GWK) in November 2011, the scientific organisations set their own target quotas for 2017 for various career levels. The target quotas are generally guided by the potential of female scientists at the next-lower level of qualification. Essential for reaching these goals are active recruitment efforts, as well as positioning as a family-friendly employer with transparent career prospects, mentoring and dual career options that reach beyond individual institutions by exploiting the opportunities of the region. The non-university research institutions regularly document the progress made in a transparent and publicly accessible manner.

The Federal Government has accorded central importance to the topic of “Family Friendly Universities” in recent years. A number of measures are geared to better reconciliation of career and family:

- Trainees with children have already been receiving an additional lump-sum payment for child care since 2008. An exception to the age limit was introduced in 2012, another important step towards full equality in financial support for trainees with children and those without.
- In the future, it will be possible for mothers and fathers who are on limited-term employment contracts as part of their scientific qualification at an institution of higher education, and do not interrupt it to care for their children, to extend their contracts by two years for each child.
- The “Buying Time” programme, introduced by the BMBF in 2007, is being continued. It makes provision for grant recipients with children to be able to finance additional child-care measures by allowing them to access grant money at an earlier date, e.g. in order to cover special child-care costs on short notice.

Further education

Life-long further education is, and will remain, an important task in Germany. The Federal Government supports the participation of women in further education through numerous state programmes. This allows interested women to expand existing qualifications and professional skills, as well as to master new demands in the course of their lives and their working biographies. The BMBF specifically supports individual continuing education efforts through incentives, e.g. through professional advancement scholarships, upskilling grants and the continuing education grant.

The continuing education grant, introduced in 2008, is intended to increase participation in further education, especially in those groups who have so far not participated, or not been able to participate, in further education for financial reasons. Roughly 250,000 grant vouchers were issued between the beginning of this federal programme in 2008 and the end of 2013.

⁵ „Deutsche Forschungsgemeinschaft e.V.“, „Max-Planck-Gesellschaft zur Foerderung der Wissenschaften e.V.“, „Fraunhofer-Gesellschaft zur Foerderung der angewandten Forschung e.V.“, „Helmholtz-Gemeinschaft Deutscher Forschungszentren e.V.“ and „Wissenschaftsgemeinschaft Gottfried Wilhelm Leibniz e.V.“

The grant voucher is used to an above average extent by women, part-time employees, the self-employed and employees of small and medium-sized enterprises. People with an immigrant background also often make use of the vouchers.

In the context of the “Local Learning” initiative, a special role is played by occupational qualification concepts adapted to concrete local needs that take equal opportunities for women and girls into consideration.

Elimination of discrimination

Together with the Federal Government Commissioner for Matters Relating to Disabled Persons, the Federal Government Commissioner for Migration, Refugees and Integration, the Federal Government Commissioner for Matters Related to Ethnic German Resettlers and National Minorities, and the Parliamentary Commissioner for the Armed Forces, the independent Federal Anti-Discrimination Agency (FADA) published the Second Report pursuant to Section 27 (4) of the General Equal Treatment Act (AGG) to the German Bundestag, “Discrimination in the area of education and work”, in August 2013. The Report finds that

- there is no systematic exclusion of girls and women from education processes as a form of discrimination in Germany,
- the previous education deficit on the part of girls has in the meantime turned into an education lead: according to the OECD study “Closing the Gender Gap – Act Now”, 27 % of women between 25 and 34 years of age in Germany hold a degree from an institution of higher education or a master craftsman’s certificate, as opposed to only 25 % of all men of the same age,
- gender-specific differences in the choice of occupation continue to exist in that female trainees are less frequently found in dual training (apprenticeship) and more often in school-based vocational training (42 % vs. 72 % in 2010),
- young women with an immigrant background can be subject to reservations and disadvantages when applying for vocational training places, which can lead to their having poorer chances than young men with an immigrant background,
- when choosing a course of study, great inequalities between women and men continue to exist, which can negatively affect women’s later professional development and careers,
- women are faced with disadvantages in gaining access to in-company education, even though the relative participation rates of men and women in in-company further education have become more balanced in recent years (23 % of all women as opposed to 28 % of all men of working age completed an in-company further education measure in 2010), and
- discrimination in relation to advancement within the company and in taking advantage of further training and further education is, among other things, partly responsible for the low number of females in management positions,
- a form of discrimination that can mainly affect female students, but also LGBTI (lesbian, gay, bisexual, transgender and intersexual) students, is sexual harassment and/or sexualised discrimination.

Beyond legislation on the national level, there are some regulations in the Laender intended to eliminate discrimination, specifically at universities (university laws of the Laender). In addition, there are the Equality Acts of the Laender, which also require institutions of higher education to adopt measures to ensure equal rights for women. These also address measures for people with disabilities.

The FADA has recommended a host of positive measures for the elimination of discrimination that are being examined by the Federal Government and the Laender.

C. Women and Health

Gender equitable healthcare system

Germany has a healthcare system that legally guarantees equal access to healthcare services and facilities for women and men. Regardless of sex, age, cause of illness or social status, everyone receives the healthcare services that are needed. However, women and men face different health risks and partly suffer from different complaints and diseases. Special, gender-specific features can also become evident in the course of an illness and in the effects of drugs. Offers and services must therefore also do justice to the needs of women. In order to obtain more information and knowledge in this area, gender-specific aspects must be regularly taken into consideration in Federal Government health research programmes and projects in the health sector. The health monitoring⁶ of the Robert Koch Institute provides an important basis for the collection of gender-specific data. It permits statements to be made regarding the state of health, health-related behaviour and health risks across all age groups. Health information specifically concerning women is also offered by the Institute for Quality and Efficiency in Healthcare (IQWiG) as well as the Federal Health Monitoring System (GBE).

The Federal Centre for Health Education (BZgA) has established a women's health portal on behalf of the Federal Ministry of Health (BMG). It offers information on central topics of women's health, including mental health/mental illness, cardiovascular diseases, breast cancer, menopause, osteoporosis, exercise/sport and nutrition. The women's health portal is under constant systematic development and augmented by new subject areas. As of 2014, for example, information on the use of medication will be put online. The portal provides references to additional, reliable sources of information.

The BMG and the BZgA staged a Federal Congress of Women's Health in 2014. Within the Framework Programme for Health Research, the Federal Ministry of Education and Research (BMBF) also provides funding in various key funding areas for projects specifically dealing with different aspects of women's health. For example, the effectiveness of training specifically for female patients is being studied in a project in healthcare-oriented research.

The BMG has published two brochures: "A Life in Balance – Mental Health for Women" considers how reflecting on one's personal situation and behaviour can lead to positive changes that strengthen women's mental health. In the second brochure, "Being Active – for Myself. The Effect of Physical Exercise on Women's Health", sport and exercise are described as suitable means for maintaining mental health. Both have already been reprinted for the fourth time due to high demand.

6 Performed by the Robert Koch Institute (RKI) on behalf of the Federal Ministry of Health (BMG) since 2008.

Sexual education and family planning

In Germany, concepts and measures for sexual education and family planning are developed on a statutory basis by the BZgA, and information materials adapted to the individual target and age groups are published regularly. In this conjunction, the BZgA provides a wealth of media regarding pregnancy and birth, pregnancy conflicts, the unfulfilled desire for having children and fertility, as well as contraception and sexual education. Questions regarding life perspectives with a disabled child are also addressed.

The information is offered on a low-threshold basis and in various languages. People with disabilities are taken into consideration regarding sexual education and family planning measures in the spirit of inclusion. The goal of the Federal Government is to enable girls and women, as well as their partners, to make self-determined, health-conscious and informed decisions on questions of family planning and starting a family.

This also includes offering the best possible support for women who find themselves in distress as a result of pregnancy. Women and men in Germany have a legal right to counselling, free of charge and, upon request, anonymously at one of the counselling centres provided for this purpose (e.g. regarding the topics of sexual education, contraception and family planning), and to improved medical and psychosocial counselling prior to a possible medical indication of the need to terminate a pregnancy – especially after abnormal prenatal diagnostic findings have been revealed.

The right to anonymous counselling was extended to all pregnant women in 2012. It is also possible to apply for financial support from the Federal Foundation “Mother and Child – Protection of the Unborn” at the counselling centres. The Federal Government makes available a minimum of some 92 million Euros per year to the Federal Foundation.

Through the new measures, which have become effective with the Act on Improvement of Assistance for Pregnant Women and on Confidential Birth on 1 May 2014, access to pregnancy counselling centres is also being made easier, particularly for women who deny their pregnancies or keep them a secret and are currently not reached by the regular system of assistance. The new option of a medically supervised, confidential birth is intended to prevent infanticide and abandonment.

Since 2013, the Federal Ministry for Family Affairs has been funding an inclusion project called “I also want to get married”. It offers appropriate options for pregnancy-conflict and general pregnancy counselling for people with learning difficulties (so-called mental disabilities).

The success of the measures in the context of the Act on Pregnancies in Conflict Situations is demonstrated by a positive trend as to abortions, even when taking into account the figures on population development for 2012: the number of abortions is not only at the lowest level since 1996 in absolute terms, but also in relation to births and/or pregnancies since 2004. The percentage of abortions in relation to the size of the female population of child-bearing age continues to be low.

Combating diseases

The number of people dying in Germany as a consequence of an HIV infection has fallen in recent years due to the very good system of medical treatment. At the end of 2012, an estimated 78,000 people with HIV were living in Germany, 15,000 of these were women. The share of women among the newly infected is still very low, at 12 % (2012). Since 2008, a free HIV test has been offered to all women in the context of prenatal care. The number of mother-to-child transmissions was below 10 in 2012.

Chlamydia infections are among the most common sexually transmitted infections in Germany. They can have serious consequences, such as infertility. Women and girls have been offered yearly screening for chlamydia since 2009. If an infection is detected, it can be treated.

The National Cancer Plan initiated in 2008 and the Cancer Screening and Registries Act that resulted from it and became effective in April 2013 contribute to better early detection and care of women suffering from cancer. The previous offers of early detection for cervical cancer and intestinal cancer will be transformed into organised screening programmes with a personal invitation system and more intensive quality assurance. The mammography screening programme introduced in Germany between 2004 and 2009 fulfils the quality requirements of the European guidelines. In addition, a research project is studying the long-term effect of mammography screening on breast cancer mortality. Another research project is intended to improve the participation of migrant women in mammography screening.

The process of treating people with cancer in quality-assured cancer centres has been and will be further developed. Particularly, women suffering from breast cancer benefit from this. For them, there is nowadays a broad nationwide offer of certified breast cancer facilities. Further improvements in the care of women suffering from cancer can be expected from the ubiquitous expansion of clinical cancer registers.

Drug and addiction prevention

The National Strategy on Drug and Addiction Policy, adopted in 2012, firmly establishes gender sensitivity as one of its fundamental principles. This is consistently taken into consideration, especially in the prevention campaigns of the BZgA aimed at adolescents, e.g. “Smoke-Free” and “Alcohol? Know your limit.” Signs of initial success can be seen among young women: risky and regular consumption of alcohol has declined significantly among young women since 2004, as has smoking.

Assistance for addicts, designed specifically for women, is also necessary in order to take the special living circumstances of women suffering from addiction into account. In 2010 and 2011, the Federal Government provided support for the expansion of an Internet platform for specialists in addiction counselling specifically for women and girls in order to facilitate more efficient networking among them. Since 2011, the Federal Government has also funded pilot projects to develop specific prevention approaches for avoiding the consumption of addictive substances during pregnancy. Currently, the Federal Government is also paying greater attention to raising the awareness of older people with regard to medication abuse, which predominantly affects women.

D. Violence Against Women

Combating violence against women and girls

The Federal Government elaborated two action plans to prevent and combat violence against women in order to implement a comprehensive overall concept for effectively and sustainably combating all types of violence against women.

Women affected by violence require a broadly differentiated and accessible range of offers of assistance for themselves and their children, which, depending on their individual situations, provide direct protection, safe refuges, as well as qualified psychosocial and legal counselling and support in coping with the consequences of violence.

The 2012 “Report of the Federal Government on the situation of women’s shelters, women’s specialised counselling services and other support institutions for women affected by violence and their children” is the first comprehensive survey of the entire system of assistance in cases of violence against women for Germany.

According to the study, there is a dense, highly differentiated network of support facilities for women affected by violence and their children: over 350 women’s shelters and over 40 safe houses with places for more than 6,000 people, which offer protection and counselling for roughly 15,000 to 17,000 women and their children (i.e. approx. 30,000 to 34,000 people). In addition, there are over 750 specialist counselling centres which offer qualified counselling and support for women affected by violence. However, the long-term financial security of these institutions is often not ensured.

Women affected by violence generally find direct protection against violence, as well as counselling and support, in facilities that are professionally organised for this purpose.

For individual target groups, however, e.g. for mentally ill women and women with disabilities, there are still problems with access and gaps in the care available. The Report also identifies individual problems in the social benefit laws that are important in relation to assistance for women affected by violence and their children, and to their financing.

In order to compensate for the weaknesses in the system of assistance, the joint commitment and cooperation of all key players on national, Länder and municipal levels continues to be required. The Federal Government has already begun to address the approaches to action indicated in the Report and will continue to do so.

With the nationwide “violence against women support hotline”, which has been available since 2013, the Federal Government has already closed one of the major gaps in the system of assistance. Barrier-free access to the helpline is available 24 hours a day and in a number of languages. Women who have experienced violence and people from their social environment can discuss all forms of violence with female professionals – confidentially and, if desired, anonymously. Particularly those persons for whom the way to a counselling centre represents a major physical, linguistic or cultural obstacle can find help in this way. Counselling via e-mail and chat is offered via the website.

Since 2011, representative data on the topic of violence against women with disabilities have been available for the first time. The study commissioned by the BMFSFJ on “Life Situations and Burdening of Women with Special Needs and Women with Disabilities in Germany” provides proof of the great extent to which women with disabilities are affected by violence.

In order to better protect women with disabilities against violence, the BMFSFJ has initiated a number of measures, which are part of the National Action Plan elaborated by the Federal Government to implement the UN Convention on the Rights of Persons with Disabilities. Among other things, the BMFSFJ funds the pilot project “Women’s Representative in Sheltered Workshops and in Residential Facilities for People with Disabilities” and also supports the project “Political Advocacy for Women with Special Needs and Women with Disabilities” initiated by Weibernetz e.V. This association is the only nationwide organisation for women with disabilities operated by women with disabilities.

From 2008 to 2011, the BMFSFJ funded the pilot project “MIGG – Medical Intervention Project against Violence” in Germany in order to improve outpatient healthcare for women affected by violence. The project was aimed at general practitioners. The implementation guideline and additional project results were published online by the BMFSFJ.

In 2013, the protection offered by penal law against female genital mutilation was enhanced and the mutilation of external female genitalia was made an offence in its own right. Compared to the old law, it includes a wider range of punishment of one to 15 years imprisonment.

A separate offence of forced marriage was also established in penal law in 2011. The “Act to Combat Forced Marriages and to Better Protect the Victims of Forced Marriages, and to Amend Further Provisions Governing Residence and Asylum Law” of 23 June 2011 has improved the options of victims of forced marriages for returning to Germany.

In 2011, the Federal Government signed the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (ETS 210, Istanbul Convention). The Convention creates the first comprehensive framework for political and legal measures to protect all victims of violence against women and domestic violence, as well as for the prosecution of offenders within Europe.

Germany already fulfils most of the standards of the Convention. To ratify the Convention promptly, a ministerial draft bill has been sent to the Ministries concerned in April 2014. This ministerial draft bill especially provides changes in the adaption of the criminal law, the penal prescription and several statutory offences.

Combating trafficking in human beings

In 2012, Germany ratified the Council of Europe Convention on Action against Trafficking in Human Beings of 2005. The Convention is the first under international law in the field of trafficking in human beings to focus on the protection of, and support for, victims of this crime. One of the key features of the Convention, in addition to the regulations for protecting victims, is an effective and independent control mechanism. Germany is currently undergoing the control procedure.

Another important improvement in the position in residence law of non-EU citizens who fall victim to trafficking in human beings has been undertaken in the context of the “Act to Implement Residence- and Asylum-Related Directives of the European Union and to Adapt National Legal Provisions to the EU Visa Code”: in the interest of the victims of trafficking in human beings and illegal employment, the deadline for leaving the country was extended to at least three months (previously: 30 days) in order to give them sufficient time for consideration and stabilisation. The victims now have more time – with the support of counselling centres, where appropriate – to clarify their situation and decide for themselves whether they are able and willing to cooperate with the authorities.

The Federal Government has plans for additional improvements regarding the residential status of women who have fallen victim to trafficking in human beings.

The goal of the project “Forced Labour Today – Empowering Trafficked Persons” (2009–2013), initiated by the German Institute for Human Rights (DIMR), is to expand the options of those affected by trafficking in human beings or extreme forms of labour exploitation by enforcing their legal claims on the offenders regarding pay and compensation, as well as their entitlements under the Act on Compensation for Victims of Violent Crime. The project provides money from a legal aid fund and a database of court decisions for this purpose.

E. Women and Armed Conflicts

Implementation of UN Security Council Resolution 1325

The active integration of women in all phases of conflict prevention and conflict management, as well as the protection of women and girls against sexual violence and rape in armed conflicts in keeping with UN Security Council Resolution 1325, are essential components of German foreign, security and development policy.

In 2012, the Federal Government adopted the National Action Plan to Implement UN Security Council Resolution 1325. It is orientated to the four focal points of Resolution 1325, namely prevention, participation, protection and reconstruction. In reaction to suggestions from civil society in Germany, mission preparation (basic and further training, continuing education) and prosecution were additionally included as focal points. The Action Plan is also available in English. The Federal Government promotes projects and measures in crisis areas that serve the implementation of UN Security Council Resolution 1325.

Migration and asylum

The European Qualifications Directive (Directive 2011/95/EU of 13 December 2011, revised version of Directive 2004/83/EC), which has been implemented in German law, offers – in addition to the recognition of those entitled to asylum under Article 16a of the Basic Law – the legal basis for providing international protection in Germany solely on the basis of their gender, and also in cases of non-governmental persecution. This especially benefits girls and young women, who are (or have been) threatened by violence from third parties in their roles

as women in their home countries. There is the possibility of declaring a ban on deportation due to gender-specific persecution if the relevant prerequisites for this are fulfilled. In the context of asylum proceedings, specially trained decision-makers (so-called “Special Representatives”) are employed at the Federal Office for Migration and Refugees to conduct hearings and reach decisions, i.a. in cases of gender-specific persecution,

The EU advocates close cooperation with non-EU states in the field of migration. For example, the EU and a number of Member States, including Germany, agreed on a mobility partnership with Morocco in June 2013. The goal of this partnership is to better manage passenger traffic, as well as legal migration and labour migration, to intensify cooperation in the field of migration and development, to take action against illegal immigration, as well as networks of migrant traffickers and human traffickers, to promote an effective return and readmission policy, under which the fundamental rights, valid legal provisions and the dignity of the persons affected are respected, and to respect the duly ratified international legal instruments for the protection of refugees.

Humanitarian aid

The goal of humanitarian aid is to render possible a way of surviving in dignity and safety for people in an acute emergency situation they cannot overcome on their own. In this conjunction, the specific needs of endangered groups must be taken into consideration in a special manner.

Above all, these endangered groups include women and children/girls – especially in humanitarian emergencies in the context of armed conflicts. Project partners in humanitarian aid must demonstrate that they consider gender-specific aspects in the measures they take. This applies, for example, to the compilation of relief supplies or the construction of separate washrooms and latrines for women and men in refugee camps.

Projects in which young mothers, girls and pregnant women are the main target groups are given special consideration. Thus, for example, the World Food Programme runs many nutrition programmes that specifically benefit nursing and expectant mothers.

In cooperation with international partners, such as the United Nations High Commissioner for Refugees (UNHCR) and the International Committee of the Red Cross (ICRC), the Federal Government also regularly supports measures intended to ensure the respect and consideration of the rights and special needs of women by the participating players. These include programmes to raise the awareness of gender questions among the police and security personnel in refugee camps (for example, checks and physical pat-downs of women and girls in the framework of access controls should not be conducted by male personnel) or practical questions of camp management to protect and support girls, such as encouraging girls to attend school.

The Federal Ministry for Economic Cooperation and Development (BMZ) always also considers the situation of refugee women and internally displaced women in cooperation countries marked by conflict. Programmes for protection, assistance and training opportunities have

especially been implemented in Burundi, Guatemala, Uganda, Senegal and the Democratic Republic of Congo. Some of these programmes are aimed at the medical care of the women affected (e.g. in Congo), while others target economic improvement (e.g. in Uganda).

In addition, women and girls are, in many conflict regions, particularly affected by the gruesome consequences of mines and contamination by remains of explosive ordnance. Hence, as a contracting state of the UN Convention on Certain Conventional Weapons, the Ottawa Treaty and the Convention on Cluster Munitions, Germany supports projects for humanitarian mine clearance and ordnance disposal in affected countries. The projects supported in this area especially encompass the clearing and disposal of mines and remains of explosive ordnance, mine awareness and care for victims.

F. Women and the Economy

Women in the labour market

Increasing both the quantitative and qualitative labour market participation of women and men throughout their life is an important concern of the Federal Government. Regarding the positive developments in the German labour market, see Section A.

Choices of occupation and economic sector, as well as career goals and opportunities, are still marked by traditional role models. 71.4 % of all female applicants for vocational training still choose one of the “Top Twenty” occupations (e.g. hairdresser, retail sales clerk, medical assistant). Hence, the Federal Government aims, in the framework of its gender equality policy, at expanding the range of occupations chosen by women, and also by men, and to improve their employment and career opportunities as a whole (see also Section B).

Nevertheless, women are still clearly underrepresented at the highest levels of management in the private sector in Germany. See Section G for a detailed description.

In order to further improve the employment situation of women at the company level, the Federal Ministry of Labour and Social Affairs (BMAS) has launched the “Federal Programme for Equal Opportunities for Women in the Labour Market” in conjunction with the Confederation of German Employer Organisations (BDA) and the German Confederation of Trade Unions (DGB) (2009-2014). The programme supports project initiatives in five fields of action (securing an independent livelihood, equal opportunities for advancement and career, better participation in company further training measures, reduction in income differences and a better work-life balance), which cover the entire spectrum of the promotion of women in companies. Up until now, nearly 12,000 women and 5,000 companies have benefited. The programme has a funding budget of 73 million Euros.

Vocational reintegration

Returning to working life after a lengthy interruption in gainful employment for family reasons is a typical challenge in the biography of women. This is where the Federal Government's Action Programme "Vocational Reintegration as a Perspective", in cooperation with the Federal Employment Agency (BA), plays a role (2008-2014). One of the goals is to encourage male partners to support their female partners in returning to work. In addition, a reduction in the burden carried by women, by making use of family-supporting and household-related services, is advocated; so that reintegration can take place in keeping with qualifications and as close to full-time employment as possible.

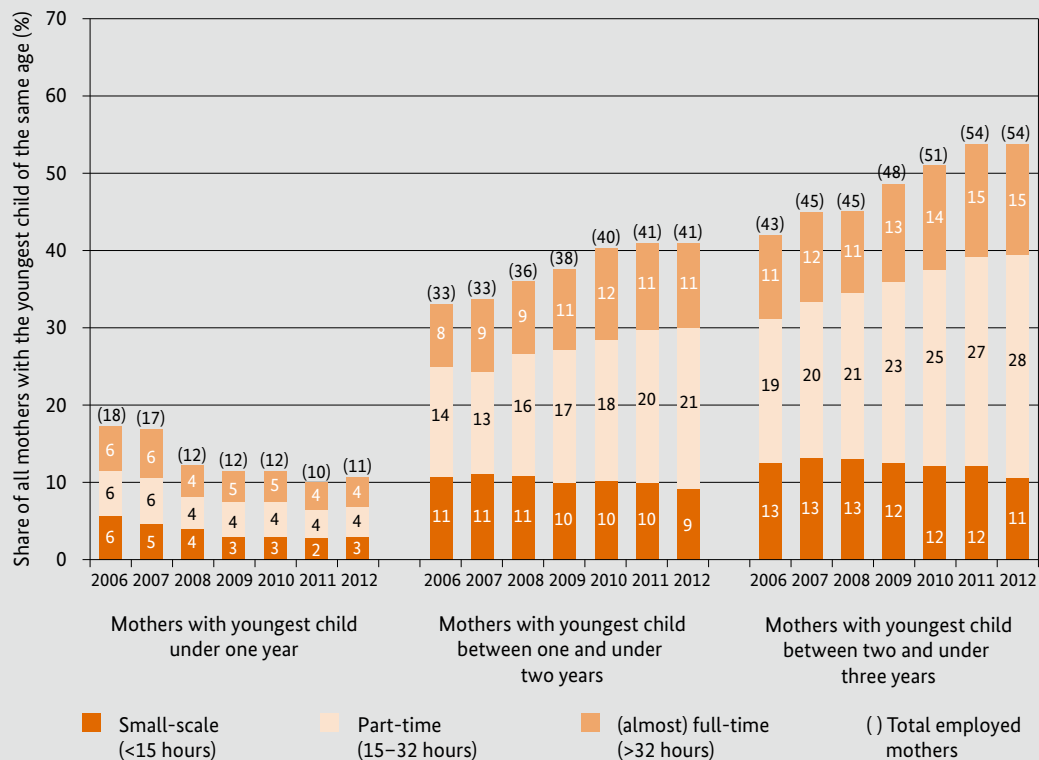
The corresponding Internet platform provides information on reintegration (e.g. a map of counselling centres, a calendar of events and a re-entry calculator) for women returning to the labour market, their partners, their families, and for companies. A pilot programme in the field of employment policy, funded by the European Social Fund (ESF), offers enhanced support options (counselling, coaching, and qualification) for women returning to the labour market, in which the networks of the Länder, municipalities and other partners are integrated. For the next ESF funding period, 2014-2020, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) is planning further offers to support vocational reintegration. A cooperation project with the professional network XING shows how virtual media can also be used for a successful reintegration. The Action Programme received the United Nations Public Service Award in 2013.

Reconcilability of family and career

Improving the reconcilability of family and career is a central concern of the Federal Government. There has been a positive development in recent years. Hence, labour market participation of mothers (20 to 64 years old) with minor children rose from 66.8 % in 2009 to 71.0 % in 2012; the average number of hours they worked rose from 25.2 to 25.8 hours per week. The gainful employment of mothers is strongly dependent on the age of the children: the older the children, the more mothers work. When the youngest child is twelve, just as many mothers are gainfully employed as women without children.

A marked increase in gainful employment of mothers, especially in the second and third years of the child's life, has become evident since the introduction of the parental allowance in 2007.

Development of the rate of gainful employment (actual gainful employment) and working time pattern of mothers with children under three years of age, Germany, 2006–2012, in %



Source: Special Microcensus Analysis s13129, calculations by Prognos AG. The volume of employment includes the hours normally worked in a week, including regular overtime.

The two partner months with parental allowance have led to an increasing number of fathers who use this benefit. 27.3 % of the fathers of children born in 2011 received parental allowance. Parental allowance monitoring shows that those take greater responsibility for the care of their children than fathers who do not draw parental allowance. Thereby, they support the return of their partners to working life. The Federal Ministry for Family Affairs presented the cornerstones for the reform of the Federal Act on Parental Allowance and Parental Leave in March 2014. With “parental allowance plus” (ElterngeldPlus), parents who work part-time can draw parental allowance for a longer period of time. This puts an end to the discrimination against parents who already work part-time again while receiving parental allowance and therefore receive less parental allowance.

Parental allowance plus is augmented by a partnership bonus in the form of four additional months of parental allowance plus. Parents receive this bonus if both parents are employed between 25 and 30 hours per week for at least four consecutive months of the child’s life. The partnership bonus can be taken while, or after, one of the parents draws parental allowance. In addition, parents are to be given greater flexibility in relation to parental leave through the reform of the Federal Act on Parental Allowance and Parental Leave. It was previously possible, with the agreement of the employer, to defer one year of the parental leave to the period between the third and the eighth year of a child’s life. As a result of the new regulation, a maximum of two years can be deferred until the period between the third and the eighth year of the child’s life. The agreement of the employer is no longer required.

An essential component for enabling mothers and fathers to remain gainfully employed on a continuous basis is the expansion of child care options. The legal entitlement to early-childhood education in day-care establishments and in child day care for all children who have reached the age of one has existed since 2013. For child day-care centre year 2013/14, according to specifications by the Laender, the rate of child care should be 40.3 %. Thus, reliable child care options would exist for over a third of young children, and thus better conditions for the reconciliation of family and career for the parents.

With the corporate programme “Success Factor Family” (since 2006), the Federal Government has been successfully promoting the organisation of a family-conscious working world in close cooperation with business associations and trade unions in order to make family-friendliness a trademark of the German economy. The corporate programme includes the largest network – with over 5,000 members nationwide – of companies interested in or already active in family-conscious personnel policy.

By signing the “Charter for Family-Conscious Working Hours” in 2011, the Federal Government, business associations and the German Confederation of Trade Unions committed themselves to an effort to establish a modern understanding of flexible working hours throughout society. The initial success of the joint efforts is already evident: according to a study, 80.7 % of those in responsible positions in companies nowadays consider family-friendliness to be important.

Equal pay

The Federal Government is taking the persistent and marked gender pay gap in Germany as an occasion for further intensifying its efforts to achieve equal opportunities in the labour market. For a comprehensive statement on its position on eliminating unequal pay, the Federal Government refers to the Follow-up Process to the 6th Country Report of Germany on the Implementation of CEDAW (**CEDAW/C/DEU/CO/6/Add.1**). In this context, special reference is made to the Logib-D and “Equal Pay Day” projects, as well as to a project launched in conjunction with the German Countrywomen’s Association, which will therefore not be described in detail here.

Unequal pay and pay discrimination must be eliminated through better reconciliation of family and career, greater appreciation of typical women’s occupations, such as nursing, as well as through parameters, which facilitate an increase in working hours. For employees who have decided to work part-time related to child care or care of family members, it should be guaranteed that they can return to their previous working time arrangement. Thereto, the part-time legislation should be advanced in the current legislative session. In addition to the existing entitlement to part-time employment, a right to temporary part-time employment will be created (see also Chapter Four). Pay discrimination is already forbidden by the General Equal Treatment Act (AGG). No one may be directly or indirectly disadvantaged in terms of pay on grounds of sex. By giving employees a legal right to be informed, the Federal Government aims to make the existing precept more effective. In order to promote equal pay for men and women, the Federal Government is planning new transparency regulations, according to which companies with 500 and more employees will have to report on pay differences and internal

measures to promote the advancement of women in the future. Companies will also be called upon to apply obligatory procedures to eliminate pay discrimination and to involve the employees and their in-house representatives. The cornerstones for an Equal Pay Act will be defined by the BMFSFJ this year.

In order to better recognise pay discrimination, and eliminate it when necessary, the Federal Anti-Discrimination Agency (FADA) launched the “Equal Pay!” pilot project in 2013. Three companies and institutions originally started with this and subjected themselves to a pay check using the recognised pay measuring procedure “eg-check.de”. This makes it possible, on the basis of the existing legal situation, to examine individual pay components, such as basic pay, performance bonuses or extra pay for difficult working conditions, in relation to possible discrimination, in order to thereby identify causes for any unequal treatment and its financial extent. The tool focuses more on the assessment of work and is therefore a good supplement to Logib-D, which especially emphasises structural pay analysis.

The “Equal Pay Day” campaign in 2014 focused on the consequences of interruptions in gainful employment and a subsequent return to the labour market into small-scale part-time jobs or so-called “mini-jobs”. This is one of the essential causes for the gender pay gap.

The “Collective Bargaining and Equal Pay” research project, commissioned by the BMFSFJ, addresses collective bargaining and its influence on determining the pay in a company.⁷ In collective bargaining, not only the collectively agreed pay is determined, but also further essential working conditions, these being fixed on the basis of gender-neutral criteria (e. g. qualification, demands of the work and professional experience) for individual occupational groups or positions. The project is intended to provide an insight into the process of collective bargaining. Collective bargaining is currently being simulated, in order to analyse the effect of changes in the negotiating situation on the results reached.

Women as entrepreneurs

Occupational independence has been gaining importance for women in Germany for many years now and represents an important alternative to dependent employment.

Women account for roughly a third of all business start-ups. The number of self-employed women rose by 38 % from 2001 to 2011. The percentage of women among all self-employed persons increased from 27.9 % to 31.6 % in the same period. The number of self-employed women working on their own grew markedly faster (+57 %) than that of female entrepreneurs with employees (+10 %). In comparison with men, women more often go self-employed as a secondary occupation or part-time.

⁷ Collective agreements are generally concluded between a trade union and an employers' association. They define the minimum standards for all important working and income conditions: wages, salaries, training pay, working hours, holidays and holiday pay, Christmas bonus, periods of notice and much more. Typical for Germany – and also for many other European countries – are (branch-wide) collective agreements for entire industry sectors, these also being known as regional collective agreements. Agreements of this kind exist for more than 250 branches of the economy. All in all, over 50,000 collective agreements are currently effective in Germany. Between 6,000 and 7,000 of them are renewed each year – wage and salary collective agreements usually every 1 to 2 years, general and framework collective agreements, which regulate general working conditions, at longer intervals.

The number of self-employed women has been continually increasing in relation to the number of men for years. At a self-employment rate of 7.5 %, women were nevertheless still only half as often self-employed as men in 2011.

The Federal Government supports the entrepreneurial independence of women in cooperation with the National Agency for Women Start-ups Activities and Services (bga). As an umbrella organisation under which the available forms of support for female business starters and entrepreneurs in Germany have been coordinated since 2004, the bga offers information, counselling services, qualification programmes and networking options across all sectors. Together with the bga, the Federal Government has launched a nationwide campaign under the motto “Business Succession by Female Entrepreneurs” in order to encourage more women to take over companies.

The financing of start-ups by women differs from that of their male counterparts. Women are more oriented on security and prefer to mobilise their own financial resources (70 %, as opposed to 62 % for men). Women less often take out loans and, if they do, the financial volume is smaller, partly because women tend to establish businesses in the service sector.

Among the forms of financial assistance that tend to benefit start-ups by women, in particular, measures to support small-scale financing offered by the Federal Ministry for Economic Affairs and Energy (BMWi) should be emphasised here: the micro-loan fund is available for projects with capital requirements of up to 20,000 Euros. 33 % of those who take out such loans are women. An ERP Start-up Loan⁸ is particularly often used in cases of a total capital requirement of up to 100,000 Euros.

Further financial assistance, specifically for larger financing volumes, round off the programmes offered.

Reduction of discrimination

The Federal Government’s labour market policy is also geared to actively promoting the occupational integration of people with disabilities and to creating more employment options in the general labour market. Especially worth mentioning in this context is the Federal Government’s National Action Plan to Implement the UN Convention on the Rights of Persons with Disabilities of 2011. The central measure is the “Inclusion Initiative”, through which inter alia unemployed or job seeking, severely disabled persons of at least 50 years old are to be brought into the general labour market. Unemployed severely disabled women are to be given special consideration in this context.

The Federal Anti-Discrimination Agency commissioned the study “Access to the General Labour Market for Persons with Disabilities” (2012–2013), which examines the mental barriers and prejudices encountered by (severely) disabled and chronically ill persons in the labour market. The results of the study show that people with disabilities and chronic illnesses still encounter diverse structural, institutional and socio-psychological barriers in the labour

8 ERP = European Recovery Programme; special fund for promoting start-ups and SMEs

market. The study also addresses the topic of multiple forms of discrimination, with which (especially older) women with disabilities are confronted in the labour market. It empirically illustrates the experience and options for action on the part of men and women with disabilities in searching for work in the general labour market. The data are not structured comparatively according to gender, but instead illustrate qualitative aspects of individual biographies of women.

The “Depersonalised Application Procedures” pilot project initiated by the FADA (2010–2012) showed that, in comparison with conventional procedures, depersonalised application procedures particularly tend to increase women’s chances of being invited to an interview. The scientific evaluation of the results of the pilot project showed that depersonalised application procedures have the potential to create equal opportunities for all applicants. The procedure has in the meantime been adopted by a number of Laender in hiring personnel.

The Second Report of the FADA pursuant to Section 27 (4) of the General Equal Treatment Act (AGG) to the German Bundestag, on the subject of “Discrimination in the area of education and work” (see Section B), particularly illustrated the following in relation to the discrimination of women in working life:

- Women and young people, in particular, are frequently victims of harassment. Those responsible for mobbing or sexual harassment are both supervisors and colleagues.
- Owing to their religious affiliation, Muslim women particularly often experience undesirable behaviour, such as ridicule, disparagement and exclusion, in connection with religious acts or practices.
- LGBTI women regularly experience that their work is not valued. In addition, lesbian women are more often exposed to sexual innuendos than gay men. Lesbian women are obviously threatened by a risk of multiple discriminations due to their sex and their homosexuality.

G. Women in Power and Decision-making

Women in politics

On the national level, women are comparatively well-represented in political offices. 36 % of the Members of the German Bundestag are female. Germany currently has a female chancellor, and 5 of 14 ministries are headed by female ministers.

The representation of women on the municipal level is much lower. In honorary municipal representative bodies, they account for an average of 24 % of the members. Only 5 % of the full-time and honorary mayors in municipalities with over 2,000 inhabitants are female.

The Helene Weber⁹ Prize is an award for outstanding female politicians at the municipal level and was first awarded by the Federal Ministry for Family Affairs, Senior Citizens, Women and

⁹ Helene Weber (CDU), 1881–1962, was one of four women in the Parliamentary Council who, in 1949, successfully fought for the inclusion of Article 3 in the Basic Law of the Federal Republic of Germany: “Men and women shall have equal rights.”

Youth in 2009 on the occasion of the sixtieth anniversary of the Basic Law. The Prize will be awarded again in 2015.

The Helene Weber College was launched in 2011, based on the great need for networking, exchange and support. It is the first nationwide, cross-party platform for committed women in politics and stands in the context of the current debate on more women in leadership and decision-making positions.

The goals of the College:

- to recruit more women for (municipal) politics,
- to improve women's chances of entering and rising in politics,
- to promote exchange and cooperation between women in (municipal) politics, including in an international context.

Women in public administration and bodies

The central instrument for achieving equality between women and men in the Federal Administration is the Federal Act on Gender Equality (BGleiG) (see Section H as regards the content of the BGleiG). As reports on experience with the Act show, the situation of women in the Federal Administration has markedly improved in some areas. Women are, for example, today equally represented in relation to promotion and classification in higher service grades, and their share of all employees. It has been possible to increase their share of all employees from 45.6% (2001) to 50.8% (2009). In addition, there have been marked improvements in relation to the reconciliation of family and career through the flexibilisation of working hours and workplace (e.g. through part-time work and tele-workplaces). However, the options for improving the reconciliation of family and career are still predominantly used by women and only rarely by men. Therefore, further efforts are required in order to encourage men to also make use of family-friendly working hours and forms of work. There is also a need for further improvement in relation to appointing women to executive functions. Despite the increase in the share of women in executive positions from 18.5% (2001) to 30.0% (2009), women are still not equally represented in executive positions.

The 1994 Act on Appointing and Seconding Women and Men to Committees and Bodies within the Remit of the Federal Government (Bundesgremienbesetzungsgesetz – BGremBG) is aimed at equal participation of women in bodies (see Section H as regards the content of the BGremBG). As the Fifth Report according to the BGremBG of December 2010 shows, the staffing of bodies with women is extremely unsatisfactory. Now, 15 years after the Act became effective, the equal participation of women in bodies has still not been achieved, with an average share of women of only 24.5%. Only in 14.2% of the roughly 400 bodies studied are women and men equally represented, in addition to which, one in ten of these bodies still has only male members. In comparison with 1990, the average percentage of women has only increased by 7 percentage points.

Women in the private sector

In Germany, women are increasingly paving their way to professional advancement by attaining good qualifications and successfully starting their careers in economically relevant fields. On the whole, nearly a third of the management positions in Germany were occupied by women in 2010. Nevertheless, they are still markedly underrepresented in top management in the private sector. The share of women on the supervisory boards of the 200 largest companies is still only 15.1 % (2012: 12.9 %). The share of women on the executive boards totals 4.4 % (2012: 4.0 %) (DIW Female Executive Barometer 01/2014).

A growing number of companies are becoming aware of the importance of this topic. Since 2010, the German Corporate Governance Code (DCGK) has explicitly included recommendations for taking women into consideration for the first time, including on the executive and supervisory boards of companies listed on the stock exchange. The Federal Government is seeking to accelerate this hesitant development through statutory measures and to make it irreversible for large companies. A gender quota of at least 30 % is to be set for companies fully subject to codetermination (2,000 or more employees) and for companies listed on the stock exchange, as well as binding targets for increasing the percentage of women on the supervisory boards, executive boards and on the top levels of management for companies listed on the stock exchange or partly subject to codetermination (500 or more employees).

Parallel to the introduction of statutory quotas in the private sector, the Federal Act on Gender Equality and the BGremBG of 2001 and 1994 respectively, are to be amended, due to the partly very unsatisfactory implementation levels in the federal public service. The particular goal is to substantially increase the percentage of women in executive positions in federal administrative authorities, courts and enterprises, as well as in bodies to which the Federal Government makes appointments. The existing statutory instruments are to be modernised and tightened for this purpose.

The following measures are accompanying the proposed legislation:

- The project “Regional Alliances for Equal Opportunities”: politics and the economy define specific regional goals and establish measures of personnel policy in order to promote the career development of women and create structures for more equal opportunities.
- The project Roadshow “My Future: Female Boss in the Crafts Business” aims to introduce women and multipliers to careers as entrepreneurs in the skilled trades and crafts. It is presented at Chambers of Crafts, equal rights offices, employment agencies, economic development agencies, etc., and accompanied by target group-specific events.
- The “Women-on-Board Index”: an instrument through which the success of gender equality policy in terms of increasing the share of women on the executive and supervisory boards of the largest companies is regularly documented.
- The “Public Women-on-Board Index”: an instrument designed to increase the transparency of, and document changes in, the percentage of women in executive positions in publicly-owned companies.

H. Institutional Mechanisms for the Advancement of Women

Federal Government

The federal constitutional bodies include the following public institutions whose tasks cover the securing and implementation of gender equality:

- Committee on Family Affairs, Senior Citizens, Women and Youth of the German Bundestag
- Committee on Women and Youth of the Bundesrat
- Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)

The obligation of the Federal Government to implement an effective equality policy arises from Art. 3 Para of the Basic Law. In a cabinet decision of 23 June 1999, the Federal Government acknowledged gender equality as a consistent guiding principle of its actions.

The Federal Act on Gender Equality (BGleiG) serves to establish the equality of women and men, to eliminate existing discrimination on grounds of sex and prevent it in the future, to promote women in order to reduce discrimination, and to improve the reconciliation of family and gainful employment (see Section G).

Based on the BGleiG, the Act on Equal Opportunities for Female and Male Military Personnel in the Bundeswehr (SGleiG) became effective in 2005. The SGleiG serves to establish the equality of Bundeswehr servicewomen and servicemen, and to eliminate and prevent future discrimination on grounds of sex.

The aim of the Act on Appointing and Seconding Women and Men to Committees and Bodies within the Remit of the Federal Government (Bundesgremienbesetzungsgesetz – BGremBG) is to create or maintain equal participation of women in bodies (see Section G).

The Federal Government submitted its First Report on Gender Equality in 2011. Using the life-cycle perspective, it analyses the opportunities and risks of women and men in the course of their lives. Even today, women still suffer substantial disadvantages. They are attributable to family-related interruptions, as well as to other structural and cultural factors, which accumulate in their course of life. The result is a one-sided distribution of risks to the detriment of women and of opportunities to the benefit of men. In future, the Federal Government will submit a Report on Gender Equality in every legislative term.

Laender and municipalities

All the governments of the individual Laender have gender equality policy units in their departments, operating as either executive or line functions.

The Ministers and Senators responsible for gender equality in the Laender meet once per year for a conference, on which occasion they exchange experience and opinions concerning gender equality policy and pass action-related resolutions on topics of relevance for gender equality policy.

In keeping with the Federal Act on Gender Equality, which applies to the federal sphere, the Laender each also have their own Gender Equality Acts for their administrative authorities, enterprises and courts. Some of the Laender Gender Equality Acts also contain regulations regarding bodies, as well as regulations on the award of public contracts, insofar as these are not included in separate laws.

Regarding the indicators used by the Laender, see also Chapter Three on Data and Statistics, particularly the Gender Equality Atlas for Germany.

There are over 1,900 full-time Municipal Commissioners for Women and Equal Opportunities. They are networked through working groups at the Land and federal level. The Federal Working Group is supported by the Federal Government.

Under the federal constitution of the Federal Republic of Germany, regulatory power for competences and tasks of Municipal Commissioners for Women and Equal Opportunities is assigned to the Land level and/or the municipal level.

Cooperation with non-governmental organisations/women's associations

The Federal Government cooperates with non-governmental organisations in the field of gender equality. It affords them an active role, e.g. through regular consultations, membership in interdisciplinary working groups and integration in the legislative process. It supports the work of non-governmental organisations by promoting structures, such as the German Women's Council (National Council of German Women's Organisations), and concrete projects. The non-governmental organisations and their work to foster gender equality is a central driving force in Germany.

The Federal Ministry for Family Affairs and UN Women National Committee Germany (UN Women Nationales Komitee Deutschland e.V.) together launched a project in 2011 that networks the national policy on gender equality and equal opportunities with international work on gender equity and the promotion of women. UN Women National Committee Germany is one of 17 national committees around the world that supports the work of the UN Women.

Modern gender equality policy that aims to ensure fair chances for women and men in their life cycle, and to offer targeted support at critical transitions in working and family life, cannot disregard the life situation of women with an immigrant background. In Germany, these women face particular challenges when it comes to utilising equal opportunities for participation in society and in the labour market – particularly also because they are often the driving force behind the integration process, for themselves and for their families. These women's self-organisation should be supported in order to improve their participation in society. The BMFSFJ is supporting the establishment of a nationwide working group of all associations of female migrants, the purpose of which is to represent the interests of female migrants and their organisations at the national level. The aim is to found a nationwide association. Furthermore, the Federal Government cooperates with Weibernetz e.V. on matters relating to women with disabilities (see Section D).

Cooperation within Europe

Today, German gender equality policy can no longer be considered in isolation from the framework of the EU. The Lisbon Treaty and the Charter of Fundamental Rights commit the EU to ensure the equality of women and men in all areas and to promote gender equality. The EU has in the meantime passed a number of specific legal acts to this end, and promotes the mutual exchange between its Member States.

The Federal Government actively participates in shaping European gender equality policy, both in the bodies of the Council of the EU and in the formal and informal expert bodies on EU gender equality policy. This primarily means the Advisory Committee of the EU Commission on Equal Opportunities for Men and Women, and the High Level Group on Gender Mainstreaming.

The European Institute for Gender Equality (EIGE) is an independent European agency, based in Vilnius (Lithuania), whose task is to support the EU and its Member States in promoting gender equality and combating discrimination on grounds of sex. Through its work on the Management Board of the EIGE – as Chair from 2007 to 2012 – Germany has decisively supported the EIGE, thereby helping the Institute to become an established source of advice on matters of European gender equality policy. Germany will continue to actively accompany the work of the Institute by participating in other bodies.

International cooperation within the Council of Europe is likewise important for Germany's gender equality policy. The bodies of the Council of Europe bearing decisive responsibility for shaping gender equality policy, or for monitoring implementation of the standards of international law, are currently the Gender Equality Commission (GEC) and the Monitoring Mechanism for the Council of Europe Convention on Action against Trafficking in Human Beings.

I. Human Rights of Women

Mandate of the Basic Law

Germany's human rights policy is based on a direct mandate of its constitution, the Basic Law. Article 1 of the Basic Law expressly states that "The German people therefore acknowledge inviolable and inalienable human rights as the basis of every community, of peace and of justice in the world". This principle cannot be abolished, not even with the majority required for amending the constitution. The Basic Law expressly protects the most important basic rights, including the principle of equality (Article 3 Para. 2): "Men and women shall have equal rights. The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist." Because the principle of the rule of law is embodied in the Basic Law, all actions of the state in Germany are subject to the law. This legality of state actions is ensured by a comprehensive guarantee of judicial review and by the independence of the courts.

International commitments

The Federal Government actively advocates the continuation of standard-setting in the field of women's rights, and the implementation of the existing standards, in its work in international bodies and forums of the United Nations (UN), the European Union (EU), the Council of Europe, the Organisation for Security and Cooperation in Europe (OSCE) and other multilateral groups. Germany welcomes the adoption of key resolutions for directly or indirectly strengthening the human rights of women and girls, such as the resolution "The human right to safe drinking water and sanitation" of the 68th UN General Assembly. As a member, the Federal Government also particularly supports the work of the UN Commission on the Status of Women (CSW), a body that sets standards in the formulation of international regulations, with the aim of changing discriminatory legislation, creating a global perception of women's interests and supporting the continuous codification of women's rights.

Germany sees the possibilities of the aforementioned institutions and their bodies for exerting an influence as also being an important instrument for critical dialogue, especially with those countries where the human rights of women are permanently, massively and systematically violated.

For a comprehensive presentation of the human rights institutions in Germany, as well as a description of the current legal regulations and measures for improving the human rights situation, the Federal Government refers to the two National Reports of the Federal Republic of Germany in the framework of the Universal Periodic Review (UPR) procedure before the United Nations Human Rights Council of 2008 and 2013, as well as the associated statements by Germany regarding the recommendations in the framework of the UPR procedure (**A/HRC/WG.6/4/DEU/1** and **A/HRC/WG.6/16/DEU/1**).

Germany has ratified or signed a number of international conventions since 2009, such as two trend-setting Council of Europe Conventions, whose targets also include securing the rights of women (see also Section D).

Further reporting obligations arising from various international conventions were fulfilled in the period under review – cf. the website of the Federal Ministry of Justice and Consumer Protection (BMJV).

Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)

International conventions and resolutions – particularly the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) – commit the Federal Government to guarantee human rights for women and girls, and to implement gender equality. The contracting states must provide the Committee on the Elimination of Discrimination Against Women with information regarding implementation of the corresponding commitments in the form of a National Report. The next reporting obligation for Germany encompasses a combined 7th and 8th Report, which will be submitted in autumn 2014.

In August 2011, implementing a requirement from the Concluding Observations on the 6th CEDAW Report, the Federal Government submitted to the Committee on the Elimination of Discrimination Against Women a factual report on proactive measures for reducing and eliminating the wage and income differences existing between women and men, also providing information on measures in connection with the commencement of a dialogue with non-governmental organisations of intersexual and transsexual people, as demanded by the Committee (**CEDAW(C/CO/6/Add.1)**). The information brochure on the CEDAW Convention and its Additional Protocol was updated in 2013.

The German Institute for Human Rights (DIMR) helps to publicise the CEDAW Convention by means of events, and particularly aims to support utilisation of the mechanisms for monitoring of national implementation by non-governmental organisations.

Human rights in development cooperation

The Federal Government also champions intensification of the implementation of all legal acts in the field of human rights in the framework of bilateral and multilateral development cooperation. In this context, German development cooperation places special emphasis on improving the human rights situation of women and girls, and on protecting those human rights. Since 2004, the Federal Ministry for Economic Cooperation and Development (BMZ) has anchored the obligation to implement international conventions and agreements on strengthening the rights of women in its development policy concepts, action plans and country strategies.

For example, the BMZ's "Strengthening Women's Rights" in Indonesia project aims to encourage state players to ensure that the rights for women guaranteed in harmony with international conventions are comprehensively integrated in government programmes and policies. In Morocco, the BMZ's "Integration of the gender approach in Moroccan economic and social policy" project advocates support for the establishment of cooperation structures in the field of women's rights. For instance, a Network for Women's Rights was created that represents the interests of women in selected processes of social and political reform.

In the framework of international cooperation, Germany especially champions improvement of the protection of the human rights of victims of trafficking in women and children. This also includes the creation and strengthening of (inter)national review and enforcement mechanisms. For example, Germany actively supports the commitment of the UN Special Rapporteur on Trafficking in Persons, especially in women and children.

In numerous bilateral projects, the BMZ strengthens the German cooperation countries in their efforts to ensure women and men equal participation in the development process.

One particular focus of Germany's development cooperation as regards strengthening equal rights for women and men and non-discrimination of women and girls, by law and in practice, is the protection of the human rights of women specifically in war and crisis regions. For example, acting on behalf of the BMZ, the "Supporting the Colombian peace process" (ProFis)

project advises the Colombian Department of Public Prosecution regarding the development and application of legal provisions on prosecution and indictment in cases of gender-specific violence.

J. Women and the Media

Women in executive positions in the media

Women are strongly represented in the different areas of the media, but rarely in top positions. Women are increasingly asserting themselves in higher positions in the print media, although they are hardly represented at all in supra-regional newspapers. The share of women among the employees of the public radio and TV broadcasting corporations has increased steadily. The total share of women in executive functions at the Zweites Deutsches Fernsehen (ZDF)¹⁰ is 35.4 % (status: end of 2011). At Deutsche Welle, Germany's international broadcaster, the share of women in executive positions rose from 22 % to 28 % between 2007 and 2011, and the current programme director is a woman.

In contrast to public broadcasting¹¹, the private broadcasting sector has no defined targets for the promotion of women. The share of women in executive positions in 2012 was 25.5 % in private television and 27.6 % in private radio. In the "information and communication" sector of the economy, which also includes publishing, information providers and broadcasters, women held a share of approx. 27 % of the executive positions in 2010. The figures for the number of women in the newspaper and magazine sector vary between 21 % and 45 %.

Presentation of women and girls in the media

Women are most frequently mentioned in the news as victims, where reports on disasters, acts of violence and accidents have high priority in the news business.

Since 1982, and on the initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the German Women's Council, the German Advertising Council has, among other things, dealt with complaints with the aim of containing the number of advertisements discriminating against women and including aspects of women's policy in the assessment of advertising measures. In advertising, the ban on discrimination on grounds of sex applies to all kinds of media presentation, i.e. TV and radio spots, posters or online advertising. In 2013, the Advertising Council received 1,350 complaints from individuals or organisations in connection with 522 motifs or advertising activities.

Owing to the great importance of fictional media for the career choices of girls, from 2007 to 2013 the Federal Ministry of Education and Research (BMBF) funded the "Motif – MINT and Equal Opportunities in TV Drama Formats" project, as well as the "MINT and Equal Opportu-

¹⁰ The ZDF is one of Europe's largest public broadcasting corporations. The public broadcasting sector in Germany comprises the ZDF, the corporations united in the Association of Public Broadcasting Corporations in the Federal Republic of Germany (ARD) and Deutschlandradio.

¹¹ In this context, "broadcasting" means both radio and television.

nities Entertainment Excellence: Assessing and Improving MINT-E-E” follow-up project of the Technical University Berlin. It was shown that only insufficient use has so far been made of the opportunities for presenting the (career) world of science and technology and socially relevant STEM¹² topics through fictional formats, i.e. TV films and TV series. To strengthen cooperation between science and fiction, an advice centre and the “Science Meets Fiction” series of events were created in the framework of the Motif project, and a script-writing competition was held.

Established in September 2012, the “Centre for Child Protection on the Internet” works towards promoting the fight against images of abuse on the Internet through improved national and international cooperation of the governmental and non-governmental players involved. At the same time, concrete projects for up-to-date youth media protection on the Internet are to be developed and implemented in collaboration with relevant companies.

K. Women and the Environment

Gender-oriented environmental policy

The Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB) applies the guiding principle of gender equity, both within its own authority and through systematic funding of associations and projects, in order to actively integrate women in environmental policy decision-making processes.

The BMUB generally calls upon all environmental and nature conservation associations to give appropriate consideration to gender aspects in their projects.

In the period under review, the BMUB additionally funded the “Green Economy” project via the LIFE e.V./gannet agency – Focal Point for Gender, Environment, and Sustainability from April 2011 to June 2012. The aim of the project was to actively involve women and women’s organisations in Germany in the opinion-forming process for shaping a Green Economy.

Likewise together with Life e.V./gannet, the BMUB has been supporting the “Women’s Enterprises – Green Economy” project since March 2013. In this project, women starting a business are supported in reconciling ecological and social aspects in their companies and thus in becoming pioneers and models for a Green Economy.

In the framework of the Ministry’s association-funding activities, the internationally operating society “Women in Europe for a Common Future, Deutschland e.V.” (WECF) received support from 2010 to 2013. The funding related to raising awareness of health hazards, particularly among women. From March 2011 to February 2013, the BMUB also supported the WECF as official coordinator of the UN Women Major Group. In this context, the content-related aspects of participation in the Rio process were prepared with the involvement of women’s and environmental associations, the preparatory work and participation in the conference being accompanied in the framework of official UN activities.

12 STEM is referring to the academic disciplines of science, technology, engineering, and mathematics.

The BMUB cooperated with the German Federal Foundation for the Environment on devising the travelling exhibition “Ahead of Their Time: Visionary Women Working for Environmental Protection and Nature Conservation from 1899 to Today”. A look at the history of the environmental movement, which now spans over 100 years, reveals that the achievements of women in environmental protection and nature conservation are greatly underrepresented in the public and insufficiently appreciated.

Climate change and agriculture

Gender-specific challenges and responses to climate change were one of the key topics of the Development Policy Plan on Gender Action (2009-2012) of the Federal Ministry for Economic Cooperation and Development (BMZ), which expired at the end of 2012. In the framework of this action plan, the Federal Government advocated the integration of gender aspects in programmes and measures in the fields of climate change, food security and rural development, as well as improved women’s access to land rights in various cooperation countries.

The commitment to embody gender-specific challenges and responses to climate change and environmental change in relevant strategies and development policy measures remains a central concern of the BMZ.

Especially in connection with implementation of the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests, the Federal Ministry of Food and Agriculture (BMEL) supports the Food and Agriculture Organization (FAO) of the United Nations in its goal of achieving equal access to, and equal control over, work and income, land and other productive resources for women and men by 2025.

Beyond that the BMEL promotes a project in Afghanistan. In cooperation with the Afghan Ministry of Agriculture, a national strategy to expand the “Women Extensions Service Departments (WES)” is going to be worked out. Besides consulting in production processes and announcing income opportunities, a general consulting approach is supposed to be created, which considers the special needs and capabilities of women.

Moreover, gender was embedded as a guiding principle in the programme for rural development and food security, and in the “Promoting Sustainable Agriculture” concept. Beyond this, BMZ information brochures point out that disaster prevention is not successful if girls and women are not integrated in the planning and implementation of measures.

Cooperation with national and international organisations, stakeholders in civil society and scientific institutions has been intensified. For example, support was provided for research activities concerning the consequences and dangers of climate change for women, as well as adapted agricultural production methods. Based on new irrigation methods, locally adapted and need-oriented measures for the cultivation of field crops were developed and implemented together with women in Bolivia.

Furthermore, the Federal Government made an essential contribution to the gender-sensitive structuring of the international Climate Investment Fund (CIF) and the Green Climate Fund (GCF).

L. The Girl Child

Germany signed the Optional Protocol to the Convention on the Rights of the Child in 2012, ratifying it one year later. Consequently, in the future, all children can take action at the international level against violations of their rights under the UN Convention on the Rights of the Child and the other two Optional Protocols.

Education and training

Regarding the elimination of discrimination against girls in education and vocational training, the Federal Anti-Discrimination Agency (FADA) published its Second Report pursuant to Section 27 (4) of the General Equal Treatment Act (AGG) to the German Bundestag, “Discrimination in the area of education and work”, in 2013. The publication “For Equal Opportunities in Education and in the Labour Market” came out at the same time. A further measure deserving mention is the expertise “Protection against Discrimination in the School Sector” (see Sections B and F).

Every year since 2001, “Girls’Day” has given girls between the ages of 10 and 16 the opportunity to gain an insight into occupations in technical fields, information sciences, natural sciences and skilled trades. On that day, engineering businesses, companies with technical departments and training courses, universities and research centres, for example, open their doors to enable schoolgirls to make early contact with persons responsible for internships and personnel matters, and to encourage them to reconsider their occupational options. By 2014, a growing number of businesses and organisations participated with roughly 100,000 events for a total of almost 1.5 million girls to date. 28 % of the companies receive enquiries regarding internships, training places or study places. 18 % of the participating companies have employed former “Girls’Day” participants in technical occupations as trainees or interns. A company’s repeated participation in “Girls’Day” has a positive influence on the corporate culture and leads to greater awareness of gender equality.

Health

On the elimination of discrimination against girls in terms of health and nutrition, see also Section C. Eating disorders in the form of anorexia, bulimia and binge eating disorders are among the most underestimated illnesses particularly affecting girls and young women. By launching the “Life Carries Weight – Together Against Slimming Mania” initiative, the Federal Government triggered a broad-based debate on this subject in society with the aim of sensitising the public as regards eating disorders, strengthening offers of care and support for affected persons and their relatives, and generally giving young people a healthy body image. The Federal Centre for Health Education (BZgA) supports this with its various materials for affected persons, relatives and professionals.

Sexual abuse and exploitation

Studies show that girls are affected to an above-average extent by sexual abuse of minors. The Federal Government has taken various measures since 2009 in order to strengthen the protection of children and adolescents against sexual abuse.

In 2010, the Federal Government resolved to create the “Round Table against Sexual Child Abuse in Positions of Dependence and Positions of Power in Private and Public Institutions and in the Family” (RTKM), in order to do justice to the common responsibility for improving the protection of girls and boys against sexualised violence. A Final Report was adopted in 2011.

The Federal Government adopted a “Plan of Action for the Protection of Children and Young People from Sexual Violence and Exploitation” in 2011. It contains a global concept for the protection of girls and boys against any and every form of sexual violence and exploitation. Girls and boys were actively integrated in the elaboration of the concept. The Action Plan primarily focuses on prevention, intervention and international cooperation, as well as tourism and trafficking in children. To review the achievement of the goals of the measures formulated in the Action Plan, the necessary accompanying monitoring is performed by Federal-Laender working groups in which non-governmental organisations are involved.

Among other things, the Federal Government funds a nationwide prevention initiative for the protection of girls and boys against sexual violence, a nationwide further training campaign for child and youth welfare professionals, and the MIKADO research project, which examines the occurrence and causes of sexual abuse. Further research projects on sexual violence against children and adolescents receive funding of roughly 32 million Euros.

In addition to establishing the “Round Table against Sexual Child Abuse” in 2010, the Federal Government also created the function of an Independent Representative to Enquire into/Deal with the Sexual Abuse of Children. The key fields of work of this office include monitoring and supporting the implementation of the Round Table’s recommendations, especially in the field of prevention and intervention. One important element of prevention was the “No Room for Abuse” campaign, which began in 2013. By providing a variety of information and materials, it particularly helps parents and professionals to better protect children and adolescents through protection concepts in institutions.

The Federal Child Protection Act became effective in 2012, under which comprehensive child protection, interdisciplinary cooperation and networking of the assistance approaches are embodied in law. The Act also regulates the right to make reports and forward data to youth welfare offices, e.g. through the healthcare system, if there are clear indications of a threat to a child’s welfare.

Girls and boys in destination countries outside Germany must likewise be protected from falling victim to sexual violence and exploitation. On World Tourism Day 2010, the governments of Germany, Austria and Switzerland, together with the tourism industry, launched an education campaign on protecting children and adolescents against sexual exploitation in tourism. The campaign consists of a film spot, which directly targets travellers, and a special address for reporting to the police, or a contact form, which travellers can use to report criminal acts in the event of a corresponding suspicion. The partners of the campaign are the police, the travel industry and non-governmental organisations.

The protection of children is also the focus of Germany's commitment in supporting the initiative "The Code", the global Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism. In this context, the BMZ is supporting implementation of the Code of Conduct in Thailand through a development partnership with leading companies from the travel industry.

The Federal Government is currently preparing the implementation of Directive 2011/93/EU on combating the sexual abuse and sexual exploitation of children and child pornography, as well as the replacement of **Council Framework Decision 2004/68/JHA** and the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse. German law already largely complies with the requirements of these international legal instruments.

The Federal Government plans to fund an interdisciplinary working group (including the police, youth welfare offices, NGOs), which is to draw up a cooperation concept for the collaboration between authorities and specialist counselling offices regarding the age-oriented protection of girls and boys against trafficking in human beings for the purpose of sexual exploitation.

Girls in development cooperation

Negative cultural practices affecting girls, such as female genital mutilation (FGM), early marriage, child labour and economic marginalisation, are violations of human rights (regarding statutory regulations on female genital mutilation and forced marriage in Germany, see also Section D). With its "Human Rights in German Development Policy" concept of 2011, the Federal Ministry for Economic Cooperation and Development (BMZ) committed itself to gear all fields of work of German development cooperation toward human rights standards and principles. Therefore, all projects must utilise potential points of contact to promote disadvantaged girls and protect their rights.

The BMZ has been supporting the fight against FGM since 1999. In the period under review, projects for overcoming FGM were implemented in Burkina Faso, Egypt, Guinea, Kenya, Mali, Mauretania, Sierra Leone, Togo and elsewhere, both in the framework of bilateral cooperation and through the support of private sponsors. The commitment of the Federal Government is based on the realisation that negative cultural practices regarding girls, such as FGM, are socially rooted norms that can best be overcome by means of a holistic approach. Changes in attitudes and behaviour, as well as processes of social change, are supported by innovative, participative methods, such as the "Dialogue of Generations", and approaches for cooperation with traditional and religious authorities.

In the context of financial cooperation, the Federal Government supports measures for achieving a positive behavioural change in the framework of "social marketing" projects¹³, e.g. in the field of HIV prevention or family planning, where the topics addressed also include FGM and other negative cultural practices regarding girls and women.

13 "Social marketing" means projects targeting a change in social attitudes.

Furthermore, the Federal Government has intensified cooperation with national and international organisations, as well as with civil society organisations. For instance, the BMZ is a member of the “Donors Working Group on FGM/C”, a working group of state donors and international organisations. At the national level, the BMZ engages in a regular exchange with the civil society network INTEGRA. In addition, research activities of scientific institutions on negative cultural practices, such as FGM, are funded. Cooperation with the African Union has been intensified in recent years. The BMZ provided key support for the Pan-African Conference on Harmful Traditional Practices, which was held for the first time in 2011, and subsequently for concrete implementation of recommended activities.

Germany’s bilateral and multilateral development cooperation aims to support cooperation partners in respecting, protecting and guaranteeing the rights formulated in the Convention on the Rights of the Child. The BMZ position paper “Young people in German development policy – contribution to the implementation of the rights of children and youth“ (2011) formulates the details of the binding BMZ human rights concept “Human Rights in German Development Policy” (2011) for the target group of young people.

At the international level, Germany supports, among other things, the work of organisations like the United Nations International Children’s Emergency Fund (UNICEF), which attempt to overcome discrimination against girls with the help of education and training campaigns, and by establishing comprehensive child protection systems.

III.

Data and Statistics

The Federal Statistical Office is Germany's largest provider of official statistical information. The Federal Statistical Office guarantees that its statistics are neutral, objective and prepared in scientific independence, and that the necessary individual data are treated confidentially. The Office is an independent supreme federal authority and belongs to the portfolio of the Federal Ministry of the Interior, which exercises administrative supervision. Technical supervision is provided by the Federal Ministries responsible for the respective statistics. They must ensure that the statistics are prepared in the manner instructed by the corresponding legal act. The Federal Statistical Office is independent and not bound by instructions regarding its actual technical statistical work, i.e. the methodological and technical preparation and implementation of statistics.

As the official statistical agency, the Federal Statistical Office has the task of providing the statistical information necessary for opinion-forming and decision-making processes in a democratic society. The statistics required for this purpose are prepared by the Federal Statistical Office in cooperation with the Statistical Offices of the Laender, usually on a special legal basis (mostly a law). In this case, the legislature regulates the framework conditions for the statistics (characteristics covered, scope, persons required to give information, periodicity, etc.). The range of users of the data is extremely wide. The principal users of the official statistics are the following organisations/groups: National and Land parliaments, national and Land Ministries, the EU (above all, the EU Commission and EUROSTAT), administrative bodies in the Federation, the Laender and the municipalities, associations (local authority associations, interest groups and welfare associations, etc.), trade and industry/businesses/market and social research, science (universities, research institutions, students), the media and the general public/private users.

The Federal Statistical Office generally collects personal data separately by gender. The development of the gender equality process in Germany can thus be illustrated on the basis of these statistics. The range of topics covered by the statistics encompasses the elderly, just as much as people with disabilities and people with and without an immigrant background. Results on these attributes are published by the Federal Statistical Office in corresponding documents. Beyond this, the Federal Statistical Office also issues special publications on the subject of gender equality. Examples include: women and men in the labour market (Germany and Europe), reconcilability of family and career, women in executive positions, the gender income gap, as well as women and men in different phases of life.

Official Statistics on the Labour Market

The Federal Employment Agency keeps the official statistics on the labour market according to Social Security Code¹⁴ III and on basic income support for job-seekers according to Social Security Code II. Among other things, this includes unemployment statistics, employment statistics, promotion statistics and the statistics on communities of need, their members and the benefits under Social Security Code II, for all regions in Germany.

Gender differentiation in the analyses and publications of data from the statistics of the Federal Employment Agency is indispensable for identifying the need for action and implementing gender mainstreaming. Therefore, personal data are generally collected separately by gender. Use of the different statistics permits comprehensive gender-differentiated observation of developments in the labour market, promotion and the drawing of benefits. This allows comparisons between the structures of the employed and the unemployed, and equally between the participation of women and men in promotion and the extent to which they are affected by unemployment. Groups of persons and structures of particular relevance from the gender equality point of view are presented in all specialised statistics. As a rule, the products – in the form of both tabular overviews and analytical reports – are updated monthly and published for general access. In the event of a need for specific information, special analyses based on the entire stock of statistical data can be prepared by gender.

In addition to the statistics offered by the Federal Employment Agency, the results of its research institute, the Institute for Employment Research (IAB), also deliver important findings. The IAB conducts research into the situation and development of the labour market. The study of employment promotion is a key field of labour market research in this respect. Gender-specific effects in employment promotion and on the labour market are taken into consideration in this context.

Labour market research is performed on the basis of two statutory mandates, which are regulated for the field of unemployment insurance and for the system of basic income support for persons entitled to receive benefits who are capable of gainful employment. Both laws contain a gender equality policy mandate, the implementation of which was examined in two research projects.

¹⁴ The German Social Security Code (SGB) is the codification of social legislation (in a formal sense). In the SGB, the essential areas attributed to the social security law are arranged; outside the SGB remain particularly those social law rules that have only a limited scope of time or personnel. The Social Code book is divided into twelve books so far, which are only numbered with consecutive paragraphs and therefore a legislative standpoint, are all considered as separate Acts.

Gender Equality Atlas for Germany

Following the first Atlas (2009), the Laender published the “Second Gender Equality Atlas for Germany” in German and English in 2012/13, with the support of the BMFSFJ and in cooperation with the Federal Statistical Office. The Atlas was elaborated in a Working Group of the Conference of the Federal States’ Ministers for Women and Gender Equality (GFMK), which was set up specifically for the purpose and whose members include not only the representatives of the Laender, but also the BMFSFJ, the Federal Statistical Office and the Federal Working Group of Municipal Offices for Gender Equality. The resolution on publication is passed by the GFMK itself.

The Second Gender Equality Atlas provides a comprehensive and vivid overview, at the Land and district level, of regional differences in the implementation of important goals of gender equality policy and the creation of framework conditions conducive to gender equality. In this way, numerous statistics are merged into a standard system of indicators for all Laender, resulting in a comparable picture of the status of gender equality in maps, diagrams and tables. The Second Gender Equality Atlas includes 36 indicators (see also the Annex), which are assigned to the following four categories:

- Participation (in politics, administration, science and the private sector)
- Education and vocational training (including school-leaving qualifications, choice of occupation, academic degrees)
- Employment and labour (including part-time employment, child care rate, unemployment, income differences)
- Personal circumstances (including life expectancy)

In 2013, the UN Statistical Commission agreed to introduce a “Minimum Set of Gender Indicators”. The Federal Statistical Office can provide data on the indicators listed therein, with a few exceptions, such as land ownership, dissemination of contraceptives, pregnancy counselling and access to anti-retroviral medication (against HIV/AIDS). The Federal Office is still examining the exact definitions of the UN. Many of the indicators listed in the Minimum Set of Gender Indicators are primarily of importance for developing nations (e.g. maternal mortality, illiteracy rate, school enrolment rate). They now play only a subordinate role for measuring the progress made in equal rights for women and men in Germany. The GFMK Working Group involved in elaborating the Gender Equality Atlas nonetheless still examined the indicators proposed by the UN Statistical Commission.

Violence Against Women

Cases of domestic violence are recorded in the “Police-recorded Crime Statistics” (PCS) of the Laender. In 2007, the Standing Conference of the Interior Ministers of the Laender (IMK) adopted a resolution under which the PCS have, since 2011, included documentation, standardised at the national level, of further details regarding suspects, victims and the victim-suspect relationship. For the first time, this permits differentiated data collection and documentation of domestic violence offences by current/former partners, and also categorisation according to relationship partners living together/not living together. Consequently, data standardised nationwide are available for the first time regarding the crimes recorded by the police that typically occur in the context of acts of domestic violence committed by current/former partners.

This permits nationally comparable statements to be made regarding offences against life (homicidal offences), against sexual self-determination (rape, sexual assault, etc.), acts of brutality (bodily harm, etc.) and crimes against personal liberty (deprivation of liberty, stalking, etc.),

- committed by current and/or former relationship partners (broken down by marriage, civil partnership and extra-marital partnership, as well as former partners in general),
- recorded according to the criterion of spatial and social proximity (in the common home, etc.),
- recorded according to indicators on specific risk factors (caused by alcohol abuse, drug abuse, disability/illness/age etc.).

The data for 2012 are already available.

Regarding the nine indicators of the UN Statistical Commission for violence against women of 2013, the following statement can be made for Germany: indicators 1, 3 and 5 have been recorded in the framework of the PCS since 2012; indicators 2, 4, 6, 7 and 8 are not covered by the PCS, but presented in studies on unreported cases by the BMFSFJ (2004 study “Health, Well-Being and Personal Safety of Women in Germany” and its secondary analyses of 2008 and 2009, and the 2011 study “Life Situation and Burdening of Women with Special Needs and Women with Disabilities in Germany”). Indicator 9 will probably be included in the PCS from 2015 onwards (female genital mutilation has been an offence in its own right since 1 July 2013). Up to now, no data are recorded in Germany regarding the number of women affected by female genital mutilation. Estimates by NGOs assume that between 18,000 and 20,000 women with genital mutilation live in Germany, and that roughly 4,000 girls are currently at risk of becoming victims of genital mutilation.

New data on unreported cases relating to the extent of violence against women, including in Germany, have been available since March 2014 in the form of the study by the EU Fundamental Rights Agency (FRA). The FRA prepared the world’s largest study to date on the subject of violence against women¹⁵.

¹⁵ For this purpose, a total of 42,000 women between the ages of 18 and 74 from all 28 EU Member States were questioned in personal interviews about their experience of violence at home, at the workplace and in public.

The Beijing Indicators of the European Union

Following the Fourth UN World Conference on Women in Beijing in 1995, the European Council (Madrid, 15/16 December 1995) passed a resolution on the annual review of the implementation of the Beijing Platform for Action by the Member States and institutions of the European Union. The Council agreed on 2 December 1998 that this annual review was to include a proposal for a number of quantitative and qualitative indicators and benchmarks. Consequently, since 1999, the respective EU Council Presidencies propose quantitative and qualitative indicators for the 12 critical areas of concern indicated in the Platform for Action, and the Council regularly accepts conclusions regarding these indicators.

Since 2011, the European Institute for Gender Equality (EIGE) has assumed the task of gradually reviewing implementation of the chapters of the Beijing Platform for Action and the existing indicators, and of proposing new or updated indicators, regarding which the respective EU Council Presidencies submit conclusions to the Council. Also in 2011, the EIGE launched the “Women and Men in the EU: Facts and Figures” database, which encompasses all previously endorsed Beijing indicators and – where available – the associated data¹⁶.

The Council has so far endorsed indicators for reviewing the implementation of 11 chapters of the Platform for Action (exception: Chapter I: Human Rights of Women).

The EIGE will review the complete set of Beijing indicators on the occasion of the 20th anniversary of the Beijing Platform for Action in 2015. The Italian EU Council Presidency will submit corresponding conclusions in the second half of 2014.

16 <http://eige.europa.eu/content/women-and-men-in-the-eu-facts-and-figures>

IV.

Future Topics

“The ability of a society to master the questions of the future is decisively dependent on how equally women and men live and work together.

Gender equality policy is closely linked to freedom, justice and solidarity in this context.

Gender equality is a central topic as regards justice, because equal participation of both sexes in opportunities in life is a fundamental prerequisite for social cohesion.

Gender equality is a central topic as regards social solidarity. There can be no solidarity in a society if only one sex has opportunities for advancement and development.

Gender equality is a central topic as regards freedom, because the aim must be to avoid dependence and realise the free development of every single individual.

Gender equality is a question of social progress. This progress will only be achieved if statutory gender equality is really followed by equal participation of every woman and every man.

So, gender equality policy is of decisive importance for a modern, innovative society.”

(Source: Excerpt from the speech by Minister Manuela Schwesig on International Women's Day, 6 March 2014)

In the coming years, the Federal Government will make increasing use of the results of the First Report on Gender Equality, which illustrates the life-cycle perspective for women and men. Thus, current gender equality policy considers the entire life cycle, statutory regulations and social conventions. The focus is on the following key areas:

Better Opportunities for Women in the Labour Market:

This includes the reduction of pay inequality. This is to be achieved by, among other things, better reconciliation of family and career, greater appreciation of typical women's occupations, e.g. in nursing, and further development of the law on part-time work. An entitlement to limited-term part-time work is to be created to this end (right to return). Also planned is a statutory regulation committing companies with 500 or more employees to, in the future, submit a report on equal pay. An individual right to be informed is likewise to be introduced.

Better reconciliation of career and family is a key aspect of modern family policy and, at the same time, a major element of gender equality policy. It is important in this context that the child care available continues to be improved. It is not only a matter of increasing the number of care places, but also of improving their quality.

Modern gender equality policy also includes the idea of partnership. What is necessary here is a partnership in which both partners can go to work, in which both can look after their children and support relatives in need of long-term care, in which the housework is not done by just one person. The Federal Government will therefore initiate projects that aim to make it easier to successfully achieve a balance between occupational challenges and the desire to have time for the family, particularly through more flexible parental leave, through “parental allowance plus” and by further developing the law on part-time work.

Equal Participation of Men and Women in Executive Positions:

The executive floors in Germany continue to be predominantly a male monoculture. Only a good 4 % of the members of the management boards and 15 % of the members of the supervisory boards of the 200 largest companies are female. However, women are still also underrepresented in executive positions in administration and science. The Federal Government will therefore introduce a bill on equal participation of women and men in top executive positions in 2014. The bill will regulate three areas:

- A gender quota of at least 30 % for supervisory boards of companies subject to full codetermination and quoted on the stock exchange, starting in 2016;
- Binding targets for the supervisory boards, management boards and top management levels of companies subject to partial codetermination and/or quoted on the stock exchange, starting in 2015;
- Tightening and modernisation of the statutory regulations for the federal administration and for bodies to which the Federation makes appointments (amendment of the 2001 Federal Act on Gender Equality and the 1994 Act on Appointing and Seconding Women and Men to Committees and Bodies within the Remit of the Federal Government).

The impact of this Act will not be restricted to the top management levels. A higher percentage of women in executive positions will lead to a positive change in corporate and work culture.

Combating Violence Against Women:

The fight against violence against women will continue to be a key topic. In March 2014, the representative EU study by the FRA (Fundamental Rights Agency) confirmed the 2004 figures for Germany, according to which one woman in three had experienced physical and/or sexual violence since the age of 15. Following their most severe experience of violence, two-thirds of the female victims of physical and/or sexual violence did not go to the police, nor did they turn to any other institution offering assistance.

Further efforts are now to be made to eliminate taboos regarding the subject and to better publicise offers of assistance, especially the nationwide, free and anonymous “Violence against women support hotline”, which went into operation on the 6th of March 2013.

In addition to addressing domestic violence, it is also a question of fighting trafficking in human beings and exploitation in prostitution by introducing tougher regulations in criminal law. Moreover, the Federal Government is currently elaborating cornerstones for statutory regulations designed to improve the situation of prostitutes and prevent their exploitation.

Post-2015 Development Agenda

2015 is a significant year for international politics:

- Review of the Millennium Declaration adopted by the United Nations in the year 2000 and of the achievement of the Millennium Development Goals (MDG) derived therefrom,
- Targeted conclusion of a new global agreement on climate change,
- 20th anniversary of the 4th World Conference on Women in Beijing and its resolutions, and
- Adoption of the Post-2015 Development Agenda for sustainable development.

This Post-2015 Development Agenda applies to all countries and is to be adopted at the UN Summit in September 2015.

There were numerous significant successes in achieving the MDGs, but further measures in the framework of the MDGs and the Post-2015 Development Agenda for sustainable development are still necessary in order to also advance gender equality around the globe.

The Federal Cabinet adopted a first Report of the Federal Government on the Post-2015 Development Agenda on 21 August 2013. Working on this basis, in light of the talks at the UN level to date, and building on a host of statements from civil society, the Federal Government prepared a first concept paper in February 2014, in which it defined its provisional key focuses for the negotiation process in the framework of the Open Working Group on Sustainable Development. The Federal Government will evaluate the catalogue of targets submitted in the concept paper in light of the two reports to the UN Secretary-General and his overall proposal. Suggestions from the political world, civil society and the scientific community are also to be taken into consideration in this context.

The framework of the future agenda for sustainable development, which takes the planetary limits into account and is adapted to them, is to be the establishment of a so-called Global Partnership. The Federal Government is guided by the following principles in this respect: the rule of law, equal rights, non-discrimination, transparency, participation and inclusion.

The Global Partnership is intended to bring about a paradigm shift. The essential features of the Global Partnership include:

1. Universality of the goals, based on mutual respect and shared values, where different national abilities, conditions and development levels are taken into account and national political approaches and priorities are respected,

2. Joint responsibility for global general welfare through protection of global public goods and creation of structural framework conditions conducive to development,
3. Effectiveness, transparency and monitoring at the international level through informative indicators and mutual accountability,
4. Not only governments, but also civil society, the private sector and the scientific community must assume a substantial role in the development process and in the concrete realisation of the partnership concept.

The Federal Government is pursuing the following four strategic subject areas:

- Eliminating extreme poverty and hunger, enabling a life in dignity,
- Preserving and sustainably using the natural basis of life,
- Creating humane employment and appropriate income through ecologically compatible growth,
- Strengthening good governance, anchoring gender equality, protecting and promoting human rights, securing peace.

To specify and implement the strategic subject areas, 13 targets for sustainable development are proposed in order to avoid pre-commitment, to be able to include further suggestions from national and international players even after September 2014 and to maintain flexibility in the negotiation process. These targets are assigned to the individual strategic subject areas.

In connection with the subject area “strengthening good governance, anchoring gender equality, protecting and promoting human rights, securing peace”, the Federal Government sees a particular need for action regarding the strengthening of institutions, the legal system, political participation, protection against violence and the enforcement of efficient framework conditions for sustainable development. The Federal Government considers peace and security, good governance, respect and protection of human rights, and gender equality both as a fundamental prerequisite for, and as a goal of, any and all development.

The goal of gender equality must include the implementation of equality, the strengthening of women and the enforcement of the rights of women. The focus should be on participation, better economic options, income security, access to, and control of, productive assets and natural resources, fair sharing of housework and nursing work, implementation and enforcement of rights and policies for preventing discrimination, securing access to the courts, availability of gender-equitable data and statistics and the prevention of, reaction to and abolition of the impunity of violence against women and girls.

Annex I:

Measures of the Laender

(Effective: December 2013/January 2014)

Federalism is embodied in the Basic Law as the form of state organisation in the Federal Republic of Germany. Germany's federal system is characterised by close cooperation between the Federation ("Bund") and the 16 Federal States ("Laender").

The competences of the Laender are defined in the Basic Law. The Laender

- participate in the legislative process through the Bundesrat,
- participate in affairs concerning the EU and international matters,
- implement federal laws through their administrations.

Subsidiarity and solidarity are fundamental principles of German federalism.

Consequently, implementation of the Beijing Platform for Action is the responsibility not only of the Federation, but also of the Laender. The extent of the respective responsibilities varies greatly, depending on the field. While Chapter Two of the Report mainly presented Federal Government measures, the following is an outline of exemplary measures taken by the Laender. Given the host of projects in the 16 Laender, it is not possible to provide a final list of all measures for every noteworthy area of the Beijing Platform for Action¹⁷.

Gender Equality in the Laender

Land Equality Acts are effective in all Laender under various names. They form the basis for the work of gender equality policy and are designed to improve equal opportunities throughout the civil service of the Land and the municipalities, as well as certain public-law corporations. Framework plans for gender equality policy exist in a number of Laender. They contain concrete measures of gender equality policy and are evaluated regularly. They analyse the challenges for gender equality policy in the individual areas of life and describe principles for action, as well as responsibilities. Examples of the fields of action include education, employment ensuring a livelihood, social justice, participation and the elimination of violence against women.

¹⁷ For more information on measures of the Laender – including those not listed here – reference is made to the Office of the Conference of the Federal States' Ministers for Women and Gender Equality, which rotates annually (www.gleichstellungsministerkonferenz.de).

Education and Training of Women and Girls

Important areas of measures¹⁸ in the field of “Education and training of women and girls” are:

- Gender-sensitive education and educational institutions,
- The career-choice patterns of girls and boys,
- The career orientation of young female migrants,
- The access of women to executive positions in science and research.

Above and beyond federal legislation, there are a number of regulations at the Laender level that target the elimination of discrimination and disadvantages, specifically at universities (higher education laws of the Laender). Moreover, there are the Equality Acts of the Laender, which impose certain measures for gender equality on universities, for example. In addition, there are university audits on family-friendliness, gender equality plans for universities, plans for the promotion of women, etc. Similarly, university funding by the Laender can be subject to certain criteria, one of which can be the gender equality/diversity parameter.

In addition, funding also exists for gender-sensitive education and research. For example, three projects were launched in Lower Saxony in the period under review:

- Maria Goeppert Mayer (MGM) Programme for gender research (since April 2010)
- Call for tenders for “Geschlecht-Macht-Wissen” (“Gender-Power Structures-Knowledge”) (since December 2012)
- Call for tenders for “Wissenschaft für nachhaltige Entwicklung” (“Science for Sustainable Development”) (since November 2012)

Lower Saxony has already been funding gender research since 2001, by establishing Centres for Gender Research and by funding guest professorships in the framework of the MGM Programme. This has sustainably intensified the integration of gender research. Further consolidation is targeted. The request for tenders for “Geschlecht-Macht-Wissen” (“Gender-Power Structures-Knowledge”) involves the funding of up to five research networks on gender research for a maximum of three years; a total of 1.5 million Euros is available. The request for tenders for “Wissenschaft für nachhaltige Entwicklung” (“Science for Sustainable Development”) embodies the consideration of gender aspects as a criterion. Alongside these projects, there are also measures for gender-sensitive school and teaching development.

In practice, education often fails to focus on girls, because they are seen to be socially competent and good performers. However, little has changed so far as regards their career-choice patterns. In this respect, modern concepts for strengthening girls need to be developed and implemented. The STEM¹⁹ subjects, in particular, are an important field for action in this context. Alongside the federal initiatives, there are numerous projects of the Laender for supporting the higher-education and career orientation of girls:

¹⁸ Chapter Two of the Report also already named a number of measures in the field of education that are jointly organised and funded by the Federation and the Laender. Some of the following measures are also part of these cooperation projects.

¹⁹ Sciences, Technology, Engineering, Mathematics (excluding Biology)

For instance, Lower Saxony introduced a “Technikum” in September 2012. It offers young women – usually directly after passing the “Abitur” (secondary school-leaving examination) – the opportunity to acquire educational and occupational experience in a technical field, in a decision-making phase of their lives, and includes six months of job experience at a company. The participants additionally attend one of the participating universities once per week. More than 100 young women were already participating in the winter semester 2013/14. Interest in the project is growing steadily – also nationwide.

Mentoring projects are a further way of arousing girls’ enthusiasm for STEM careers. In Hesse, for example, schoolgirls of about 14 years of age, in particular, are given an introduction to STEM careers by mentors in the “I am Mint”²⁰ project (project duration: November 2011 to December 2014). Approximately 750 boys and girls had taken part in the project by the end of 2013. Examples in Rhineland-Palatinate include the funding, at two locations, of the project “MuT – Mentorinnen unterstützen weibliche Teenager beim Einstieg in das Berufsleben” (“Female Mentors Support Female Teenagers Concerning their Entry into Professional Life”). The individual supervision provided by mentors particularly supports young female migrants in achieving the optimum school-leaving qualifications for them, in examining the widest possible range of viable occupations when deciding on a career and looking for a training place, and in further developing their social skills. The demonstrable results of the project are not only improved performance at school, but also decisions in favour of higher-quality training courses and successful placement in vocational training.

Further projects include “Girls’ Day Academies”, e.g. in Berlin and Baden-Wuerttemberg, the Praxisparcours (“Test Course”) offered at secondary modern and secondary schools in Baden-Wuerttemberg, the “Mädchen wählen Technik II” (“Girls Choose Engineering II”) project in North Rhine-Westphalia, STEM Camps in Saxony-Anhalt or the “Mädchenwerkstatt” (“Girls’ Workshop”) in Rhineland-Palatinate.

Other projects mainly target women who are already at work. Baden-Wuerttemberg launched the „Frauen in MINT-Berufen in Wirtschaft, Wissenschaft und Forschung“ (“Women in STEM Professions in the Economy, Science and Research”) initiative in March 2010. The initiative pursues the following goals, in particular:

- Recruitment of women for a career in the STEM sector in the economy, science and research,
- Increased attractiveness of careers in the STEM sector,
- Career promotion and improved opportunities for the vocational reintegration of women in the STEM sector,
- Improved structural framework conditions as regards the reconciliation of career and family,
- Reduced drop-out rates.

Furthermore, a “Women in STEM Careers” alliance was created with the aim of improving coordination and cooperation between the key STEM players in Baden-Wuerttemberg. Among other things, a funding programme was set up for women in industrial/technical training. In addition, the “Zeig uns MINT in deinem Leben” (“Show us STEM in Your Life”) competition for schoolgirls was organised in 2012. A competition is being held in 2013/14, where awards are

²⁰ MINT is the German abbreviation for STEM (science, technology, engineering, and mathematics).

given to companies and regions that show particular commitment to recruiting, promoting and retaining women in STEM careers. The pilot project “Wing” – Wiedereinstieg von Frauen in MINT-Berufen (“Re-entry of Women in STEM Professions”) was likewise devised and implemented. Among other things, the Baden-Wuerttemberg Ministry for Science, Research and Art funded seven “MINT-Karriereberatungsstellen für Frauen” (“STEM Career Information Centres for Women”) at universities from 2010 to 2012.

In the field of educational science concerning boys, Hamburg has, for example, developed and implemented various measures for supporting schools since 2009, this action being triggered by the controversial professional debate on boys as the losers in the education system and by practical experience with “difficult boys”. The measures include the development of guidelines for gender-conscious work with boys and gender-conscious educational science concerning boys as quality assurance instruments for concrete projects, the implementation of professional events for employees in child day-care centres, child and youth welfare and schools, counselling and further training for teachers, events for parents and the combination of approaches for intercultural education with gender studies. Measures of this kind increase overall awareness of gender issues and are thus also indirectly an advantage to girls.

Women and Health

The following projects of the Laender can be mentioned as examples in the healthcare field: The Land of Berlin has been funding the Geschäftsstelle des Netzwerks Frauengesundheit Berlin (Office of the “Women’s Health Network” in Berlin) since October 2010, and will – for the time being – do so until December 2017. This funding has substantially intensified the establishment of the Office in Berlin’s healthcare structures, as well as cooperation at the political level and with the responsible administrations for formulating a health policy that does justice to women’s needs. In a current total of eight Working Groups on topics specific to women’s health, the Network supports the improvement of women’s health promotion and healthcare. The challenges of the project include adapting the process of sensitisation of the political and professional public to the needs of women in healthcare to reflect the structures in the healthcare system, in training and research, as well as its findings regarding gender-specific illnesses and treatment requirements. The Women and Health Network Saxony-Anhalt has also been funded since 2010. The funding aims at establishing cooperation structures, disseminating information and findings, public relations work and the further training of multipliers.

In Hesse, the “AFYA – Afrikanisches Gesundheitsnetzwerk in Hessen” (“African Health Network”) pilot project was funded between 2009 and 2012. The integration project focused on the protection of women and girls against genital mutilation. Through intercultural sensitisation, the Network engages in targeted education work regarding the consequences of genital mutilation among women and girls from the African community, and also in the German healthcare system. A network for multipliers was set up as a further element in order to be able to offer counselling for mothers of female Africans, in particular.

Violence against Women

The prevention and elimination of all forms of violence against women and girls, and the protection and support of the victims, are important fields of action for the Laender. The Laender have different political instruments at their disposal for structuring and enforcing their measures and goals in the field of “violence against women”. Depending on the Land, these instruments can be Coalition Agreements, Land Action Plans and/or Framework Programmes.

It should be emphasised in this context that responsibility for the existence, the content and the financial safeguarding of offers of support for women affected by violence primarily lies with the Laender, which perform this task together with the municipalities in accordance with the allocation of tasks rooted in the Basic Law and formulated in detail in the laws of the Laender.

The Federation assumes direct responsibility in the form of the “Violence against Women” support hotline, so that women have low-threshold access to the assistance system. Beyond this, it exerts an indirect influence on the local assistance systems and their financing, insofar as individual benefit entitlements of women affected by violence under the social welfare laws are concerned.

The Federation and the Laender cooperate closely on the subject of preventing and combating violence against women. This is particularly done in the framework of the Federal-Laender Working Groups on “Human Trafficking” and “Domestic Violence”, headed by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, and the Working Group on “Female Genital Mutilation”, which is based at the Federal Ministry for Economic Cooperation and Development.

The extensive range of competences of the Laender results in there being a host of measures. Again, only a few examples from this field can be mentioned here.

Framework Programmes/Action Plans

In Bavaria, general targets are intended to intensify measures for preventing and prosecuting domestic violence and improve the protection of victims. This is to be achieved by:

- Providing instructions regarding application of the available police powers for protecting persons affected by domestic violence and associated cases of stalking,
- Optimising police conduct at the scene of the offence,
- Improving case handling by the police authorities, particularly their networking with other agencies and institutions, and also the
- Documentation and searching of police findings and measures.

North Rhine-Westphalia has been engaging in a dialogue since 2012 (until 2014) to devise a Land Action Plan to Combat Violence Against Women and Girls. The target is an overall strategy for combating violence, along with need-oriented further development of assistance structures. The focus is on neglected and hard-to-reach target groups. A Steering Group, consisting

of non-governmental organisations involved in anti-violence work, departmental representatives of the Land Government and external experts, is drawing up recommendations, which the Land Government will use as a basis for elaborating the Land Action Plan.

The “Rheinland-Pfälzische Interventionsprojekt gegen Gewalt in engen sozialen Beziehungen” (RIGG) (“Rhineland-Palatinate Intervention Project Against Violence in Close Social Relationships”) has been running in Rhineland-Palatinate since 2000. RIGG is a state-wide, interdisciplinary, gender-oriented intervention alliance on violence against women, involving governmental and non-governmental institutions. In the RIGG project, some 500 experts engage in constant cooperation on the subject of violence in close social relationships.

Hamburg’s Senate adopted the new Policy to Combat Violence against Women and Girls, Human Trafficking and Violence in Care in February 2014. It places explicit emphasis on combating violence against girls and women. The aim pursued by the Senate in all its Action Plans/ Concepts is to develop and expand integrated, holistic approaches for combating violence in the social sphere and public places that are geared to the problem situations and life circumstances of women, men and children affected by violence. Consideration is expressly given to older women, persons with disabilities and women who have fallen victim to genital mutilation.

In October 2012, the Land Government of Lower Saxony approved the Action Plan III to Combat Domestic Violence in Partner Relationships, which is scheduled to run for five years. The interdepartmental steering and further development of the subject area “domestic and sexual violence” primarily targets the combating of domestic violence against women. Intercultural skills, the ambivalent behaviour of victims and work with offenders are among the key topics. The need-oriented funding of a current 41 women’s shelters, 39 violence counselling centres and 29 “Beratungs- und Interventionsstellen gegen häusliche Gewalt” (BISS) (“Information and Intervention Centres Against Domestic Violence”) is to be continued. Another key field of action is to further establish work with perpetrators of domestic violence. In the context of children and adolescents, support for children of abused mothers is to be continued with the help of new measures, and cooperation between women’s support institutions, youth welfare and the healthcare system is to be stabilised. A future focal topic will be support for women with disabilities.

The Hessian Land Action Plan to Secure Children and Youth Against Sexual Violence in Public and Private Entities contains a number of practical recommendations and forms the basis for further training courses for social professionals. In addition, Hesse has standard, state-wide “Police Guidelines for Action to Combat Domestic Violence”. They are intended to sensitise police officers and provide targeted assistance for handling cases of domestic violence (backgrounds, statutory regulations, police action, dealing with offenders and victims).

To combat domestic violence and support the victims, the Land Government of Saarland already adopted an Action Plan in 2001, entrusting the Coordination Centre Against Domestic Violence with its implementation. When updating the Action Plan in 2011, it was found that there was a need for further concrete actions that attach special importance to the need for protection of specific groups of victims, e.g. female migrants, women and girls with disabilities.

Support and assistance system/Cooperation projects

In the anti-violence field, Saxony-Anhalt funds women's shelters, intervention centres, counselling centres for victims of sexual violence, the „Beratungsstelle für Opfer von Menschenhandel und Zwangsverheiratung“ (VERA, Information Centre for Victims of Human Trafficking and Forced Marriage), the „Beratungsstelle für gewaltanwendende Männer“ (ProMann, Information Centre for Violent Men) and the „Landesintervention und Koordinierungsstelle bei häuslicher Gewalt und Stalking“ (LIKO, Land Intervention and Coordination Centre against Domestic Violence and Stalking). In addition to funding specific centres, Saxony-Anhalt also supports a state-wide “Network for a Life Without Violence”, the aims of which are to establish cooperation structures, disseminate information and findings, public relations work and the further education of multipliers.

North Rhine-Westphalia funds 62 women's shelters, 57 general women's counselling centres focusing on violence against women, 47 women's initiatives against sexualised violence, eight specialised counselling centres against human trafficking, and two professional counselling centres against forced marriage. Above and beyond offering protection and assistance, the women's assistance infrastructure engages in valuable prevention, public relations and networking activities. The improved financial resources available since 2011 made it possible to strengthen quality assurance and follow-up support after periods in women's shelters. North Rhine-Westphalia also funds local and regional cooperation projects on violence against women (key funding area in 2013: measures for combating violence against women and girls with disabilities), in order to establish binding networking structures.

Since November 2011, Hamburg has been extensively renovating the five women's shelters in the city, in order to keep the safe accommodation habitable in the long term. The strategic approaches of Hamburg's victim protection concept include the improvement of provision with accommodation following a period in a women's shelter, or the revision of the (emergency) admission procedures. In the framework of the three-year project entitled “(Re-)Integration von Opfern häuslicher Gewalt in Arbeit und Ausbildung” (“(Re-)Integration in Training and the Labour Market of Victims of Domestic Violence”), which is to be implemented in Hamburg and will be jointly financed by the city and the European Social Fund (ESF), women affected by violence will, from 2014 onwards, be offered targeted support in closer cooperation between the assistance system and the players in labour market policy.

Since the Berlin Action Plan to Combat Domestic Violence expired in 2008, the interdisciplinary and interdepartmental Functional Commission on Domestic Violence has been responsible for the further development and implementation of intervention measures for protection against domestic violence. Starting in budget year 2014, the Land of Berlin will be increasing the number of places in women's shelters to 322. In addition, 117 places for affected women and their children are available in safe houses. As the central agency for initial telephone counselling, the BIG HOTLINE offers crisis intervention and referral to safe places in 50 languages (around the clock since March 2013). Further fields of action include the expansion of barrier-free access to counselling, protection and assistance offers, and the creation of barrier-free information for women with disabilities, as well as the protection of female migrants. A newly added element is implementation of the Workplace Policy, which is intended to offer women

more support and protection against violence at the workplace, too. In 2009, Hesse entered into a partnership with Fulda Rural District to establish the first, specialised Clinic for Victims of Violence in the German public health service. The aims are to optimise healthcare for victims of violence, especially children, women and the elderly, to have the necessary skills available for collecting findings suitable for use in court and securing evidence, and to close gaps in the local network. In the “Soforthilfe nach Vergewaltigung” (“Emergency Relief after Rape”) project, seven of Frankfurt’s women’s clinics network with the specialist women’s counselling centres and the Institute for Forensic Medicine. Affected women are to be encouraged to seek medical care following acts of violence against sexual self-determination.

Despite the generally ubiquitous expansion of the support system in Germany, the offers reach some target groups only to a limited extent. The inclusion of women with disabilities or impairments is one of the challenges for the coming years. Among others, the following projects are worthy of mention in this area, alongside those already listed above: the Bavarian project “Frauenbeauftragte in Einrichtungen der Behindertenhilfe” (“Women’s Representatives in Facilities for People with Disabilities”), which is based on the pilot project of the Federation described in Chapter Two of the Report; a project for “Erleichterung des Zugangs zum Hilfe- und Unterstützungssystem für Frauen mit Behinderungen” (“Accessible Admission to the System of Assistance in Cases of Violence Against Women with Special Needs and Women with Disabilities”) (project launch in 2014, duration 2 years) in Bavaria and Saarland’s “Fachtagung zum Anliegen der Inklusion in Bezug auf die spezifische Gewaltbetroffenheit von Frauen mit Behinderung und deren besonderen Bedarfe an Opferunterstützungsangebote” (“Symposium concerning the Inclusion of Women with Disabilities in Cases of Violence and their Special Needs for Assistance”). Recommendations for action to deal with sexual abuse and sexual violence against people with disabilities in functional facilities, and also a model service contract, were developed in Hesse in 2012.

For older women, North Rhine-Westphalia offers funding of the project “Bedarfsgerechte Unterstützung für von Gewalt betroffene und traumatisierte ältere bis hochaltrige Frauen in Form von Konzeptentwicklung für traumasensible Begleitung, Beratung, Pflege und Therapie” (“Needs-based support for older women affected and traumatised by violence in the form of concept development for trauma-sensitive guidance, counselling, care and treatment”, March 2013 to June 2016). The aim of the project is to develop basic training, further training and continuing education concepts for nursing professionals from a wide variety of disciplines for counselling and therapy in this field. In the Hamburg pilot region of the Federal Action Programme “Sicher leben im Alter, Modul 2” (“Assessing safe and independent living at an older age, Module 2”), prevention and intervention measures relating to various institutions (including women’s shelters, women’s, victims’ and/or intercultural specialised counselling services) were implemented between 2008 and 2011, such as greater emphasis on the subject of violence against older women in the institutions, sensitisation of the (professional) public and relevant occupational groups, networking of the medical community, assistance for the elderly and victim protection, as well as low-threshold counselling offers.

Projects for women with an immigrant background are likewise pursued by the Laender. The SIBEL online counselling offer was launched by the BMFSFJ as a pilot project in 2007 and has been funded by different Laender since 2010. SIBEL is an online counselling offer of the

Papatya crisis centre in Berlin and sponsored by the Türkisch-Deutscher Frauenverein Berlin (Turkish-German Women's Lobby). It offers affected girls and young women a virtual point of contact staffed by experienced female educationalists and psychologists, to whom they can describe their problems anonymously by e-mail. Counselling is provided in German, Turkish, Kurdish, English and French.

Since 2009, Berlin has additionally been offering further training on domestic violence for representatives of migrant communities (e.g. for mosque parishes or bridging projects like neighbourhood mothers).

Forced marriage

Since 2012, the support system for victims of forced marriage in Bavaria has been supplemented by the establishment and funding of the Scheherazade housing project (crisis places). The housing project provides three crisis places, globally financed by the Land, for young women between the age of 18 and 21 who are acutely threatened or affected by forced marriage. It offers the young women a safe, anonymous refuge and the necessary psychological support to enable them to cope with their difficult situation. The on-site female counsellors work with the young women to develop prospects for the future. Since 2010, Hamburg has had an Action Plan for Victims of Forced Marriage as part of the updated version of the Land Action Plan.

Among other things, the measures contained in the "Ban Forced Marriage – Prevent Forced Marriage" concept for action in Lower Saxony include funding of the Lower Saxony support hotline against forced marriage, public relations work and networking, funding of a crisis intervention centre for temporary protection in cases of serious danger, education and information measures for schools, family courts, police authorities and youth welfare offices.

The Berlin Forced Marriage Task Force (a networking body of refuge institutions, counselling centres, administrative and police authorities) has increased its use of information stands and workshops on forced marriage in schools. In Saxony-Anhalt and elsewhere, expert conferences on forced marriage have been held and information brochures produced in several languages.

The "Nein zu Zwangsheirat" ("Say NO to Forced Marriage") education campaign was launched in Saarland in 2010. One of the campaign's targets is to sensitise and address the public and various professionals (e.g. specialists from youth welfare offices, teachers). The concept for action includes proposals regarding changes in the law to improve victim protection, measures for improving the preservation of anonymity, for safely accommodating victims, for establishing a crisis hotline, for education and public relations work and for prevention work in schools.

Work with offenders

In addition to programmes dealing with the victims of violence against women and those fighting it, the Laender also support programmes on work with offenders. In cases of offences in connection with "domestic violence", work with offenders can make an effective contribution not only to protecting the victims, but also to avoiding imprisonment. Work with offenders is a supportive offer for violent men and aims at behavioural change. Through targeted,

psychological discussions, these men acquire the ability to recognise and accept responsibility for their actions, and to control themselves better, in order to prevent renewed acts of violence. The evaluation of corresponding projects has shown that work with offenders can bring about behavioural modification in the participants, which then leads to less use of physical violence against their (former) partners.

In North Rhine-Westphalia, for example, projects on work with offenders are funded as a means of preventing violence and avoiding imprisonment. The programme serves to improve the offer of treatment and counselling for violent men in North Rhine-Westphalia by funding institutions for work with offenders in accordance with the standards and recommendations of the Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt (BAG TäHG, “Federal Association for Work with Perpetrators of Domestic Violence”).

The aim of the “HEROES” project of the Land of Bavaria (Augsburg and Munich since 2011, Nuremberg since 2013) is to encourage young men with traditional notions of “honour” to reconsider handed-down role models and values, so as to modify the male role and thereby prevent suppression up to the point of using violence against women and girls “in the name of honour”.

Women and the Economy

Numerous measures of labour market policy in the Laender primarily target increasing the participation of women in the labour market and improving vocational reintegration, as well as career changes and advancement.

One example deserving mention in this context is the Land programme “Kontaktstellen Frau und Beruf in Baden-Wuerttemberg” (“Centres for Women and Employment”). The goals of this programme are to tap into the potential of women as professionals for the economy, as well as the reconciliation of family and work and the equal participation of women in the labour market. To achieve these goals, ten Centres for Women and Employment at eleven locations in Baden-Wuerttemberg offer orientational counselling, networking and qualification relating to every aspect of occupational topics. They cooperate closely with companies, business organisations, providers of further training, employment agencies and Representatives for Equal Opportunities. Similar initiatives to assist women’s motivation, orientation and decision-making following a family phase, and for their further career and life planning, exist in Bavaria, Rhineland-Palatinate, Lower Saxony, Hesse and elsewhere. In addition, several Laender offer individual, professional qualification projects, job application training, assessment training, coaching and corporate sensitisation. The counselling options are frequently also accessible online, or further information is provided online.

There are likewise specific offers regarding the integration of women with an immigrant background. In North Rhine-Westphalia, for example, the second phase of the project “Neue Wege in den Beruf – Mentoring für junge Frauen mit Zuwanderungsgeschichte” (“New Pathways to Employment – Mentoring for Young Women with a Migration Background”) was launched in 2009 (ending in August 2011). Young women with a history of migration, in par-

ticular, are guided by gender stereotypes when choosing a career. In the framework of the state-wide mentoring project, young women with a history of migration who performed well at school were individually supervised and promoted for the duration of a school year. Predominantly funded in the framework of projects were measures for expanding language skills, improving vocational qualifications and successful placement in a job, vocational training, a course of study or an internship.

Among others, the Land of Rhineland-Palatinate has a programme for funding measures for young, single mothers who have not successfully completed any vocational training, as well as for supervising and supporting single parents undergoing part-time dual training (apprenticeship). By promoting the successful completion of qualified vocational training, the “FiT- Frauen in Teilzeit” (“Women in Part-time Employment”) programme aims to achieve an improvement in the opportunities of young women in the labour market and to enable them to secure their own livelihood.

Given that women are more often affected by poverty than men, and that their children are likewise exposed to a poverty risk, Saxony-Anhalt and other Länder fund measures designed to counteract this situation. The particular focus in this context is on the funding of measures for disadvantaged groups of persons, this primarily including pregnant women and young mothers, unemployed single mothers, younger single mothers and women receiving Unemployment Benefit II. The poverty risk for the affected women themselves often passes on to the next generation. In particular, young, single mothers who are under the age of 27 and have no vocational training are to be encouraged and enabled to engage in initial in-company vocational training. Realistic prospects are to be created with the help of individualised, need-oriented organisational forms and time models for young mothers. The possibility of part-time vocational training was established to this end. To avoid training drop-outs, targeted support in the form of social and educational support and psychosocial counselling is offered at the same time in the framework of project implementation.

Despite these measures, many challenges still remain throughout Germany on the way to full integration of these women in the labour market. The women involved are often very young mothers, some with no school-leaving qualifications and frequently from difficult family circumstances. Part-time vocational training has not yet attracted sufficient attention in the public eye, and is still offered too seldom to young trainees with family duties. Cost-conscious offers for catching up on missing school-leaving qualifications are not yet available in sufficient numbers, this equally applying to affordable offers of childcare at off-peak times and/or offers of close-to-home care.

A number of measures are dedicated to promoting the self-employment of women. Saxony-Anhalt supported business start-ups by female students in the framework of an ESF programme. The aim of the project was to introduce female students at universities and other institutions of higher education, during their studies, to the subject of self-employment or free-lance work as alternatives to dependent employment. This was intended to lastingly improve women's chances of obtaining an executive position and securing their own livelihood.

Protection against Discrimination

Alongside the numerous initiatives for protection against discrimination in the Laender and municipalities, the independent Federal Anti-Discrimination Agency (FADA) launched the “Koalition gegen Diskriminierung” (“Coalition Against Discrimination”) in 2011, which has since been joined by ten Laender. To this end, the Laender heads of government initially signed the declaration of intent “Offensive für eine diskriminierungsfreie Gesellschaft” (“Action for a Society Free of Discrimination”). The FADA is funding counselling centres and intensifying its public relations work throughout Germany in the framework of the project. The FADA relies on close cooperation with the Laender and municipalities in this context.

Beyond this, there is a highly diverse range of counselling offers in cases of discrimination in Germany, thanks to activities at the municipal and regional level. People are demonstrating a commitment in the Laender and municipalities, in counselling centres, welfare associations, businesses, self-organisations, clubs and societies, schools and universities. To enable further expansion of these counselling offers, the FADA is using its “Netzwerke gegen Diskriminierung” (“Networks Against Discrimination”) funding programme to fund the creation of a total of ten networks. Among other things, the FADA supports cooperation with authorities, non-governmental organisations and individual expert groups, in order to jointly develop strategies and concrete offers for implementing the statutorily prescribed protection against discrimination in the various spheres of life and employment situations. Networks exist in Saxony, Saarland, Lower Saxony, Schleswig-Holstein, Hesse, North Rhine-Westphalia, Saxony-Anhalt, Baden-Wuerttemberg (Freiburg and Stuttgart) and Berlin.

Annex II:

Indicators of the 2nd Gender Equality Atlas for Germany

Source: <http://www.bmfsfj.de/BMFSFJ/Service/Publikationen/publikationen,did=204312.html>

Chapter I. Participation

- 1.1 Percentage of mandates held by women in state parliaments
- 1.2 Percentage of mandates held by women in county councils
- 1.3 Percentage of women as heads of government, ministers and senators in the federal states
- 1.4 Percentage of women as state secretaries or in equivalent positions in the federal states
- 1.5 Percentage of women in top administrative positions of counties and the districts of city states
- 1.6 Percentage of women in executive positions in the supreme state authorities
- 1.7 Percentage of women holding university professorships
- 1.8 Percentage of women holding junior professorships
- 1.9 Percentage of women in top-tier executive positions in private industry
- 1.10 Percentage of women in second-tier executive positions in private industry

Chapter II. Education, Career Choices and Academic Qualifications

- 2.1 Percentage of boys among early drop-outs from schools of general education
- 2.2 Percentage of boys among graduates from schools of general education with secondary modern school certificate (Hauptschulabschluss)
- 2.3 Percentage of boys among graduates from schools of general education with university entrance qualification (Hochschulreife)
- 2.4 Rate of university entrance qualifications (women – men)
- 2.5 Percentage of male apprentices training for a non-academic profession in the health care sector
- 2.6 Percentage of female apprentices training for a technical profession
- 2.7 Percentage of women sitting final exams in engineering sciences
- 2.8 Percentage of men sitting final exams for teaching at primary schools
- 2.9 Percentage of women receiving doctorates
- 2.10 Percentage of women completing habilitation qualifications

Chapter III. Employment and Income

- 3.1 Employment rate of women and men
- 3.2 Rate of part-time employment for women and men
- 3.3 Percentage of women and men aged 30 to under 55 years in mini jobs
- 3.4 Employment rate of mothers and fathers with the youngest child under the age of three
- 3.5 Percentage of fathers claiming parental allowance for children born
- 3.6 Percentage of children under the age of three in day care facilities
- 3.7 Unemployment rate for women and men
- 3.8 Percentages of long-term unemployed women and men
- 3.9 Rate of claimants of basic subsistence for the needy in old age for women and men
65 years of age and above
- 3.10 Gender pay gap between women and men
- 3.11 Percentage of women among individuals starting businesses
- 3.12 Percentage of men directly working with children in day care facilities

Chapter IV. Personal Situation

- 4.1 Older people living alone (women – men)
- 4.2 Full-time municipal commissioners for women and equal opportunity
(per 100,000 inhabitants)
- 4.3 Domestic violence (No data available at present)
- 4.4 Life expectancy (in years, women – men)

Annex III:

Links

B. Education and Training of Women

Expanding the range of occupations chosen

- **Project map Women in STEM professions:** www.komm-mach-mint.de
- **Initiative “New Paths for Boys”:** <http://neue-wege-fuer-jungs.de/Kontakt-Impressum/New-Paths>
- **Initiative “More Men into Early Childhood Education”:** <http://www.koordination-maennerinkitas.de/en/about-us/>
- **Initiative “Boys’Day”:** <http://www.boys-day.de/english>

Science

- **Research Pact:** www.pakt-fuer-forschung.de
- **Training structure programme “JOBSTARTER”:** www.jobstarter.de

Elimination of discrimination

- **Second Report pursuant to Section 27 (4) of the General Equal Treatment Act (AGG) to the German Bundestag, “Discrimination in the area of education and work”:**
http://www.antidiskriminierungsstelle.de/SharedDocs/Aktuelles/DE/2013/Bericht_Bundestag_20130813.html

Laender

- **Maria-Goeppert-Mayer-Programm (MGM) for gender research purposes – Lower Saxony:**
http://www.mwk.niedersachsen.de/portal/live.php?navigation_id=6344&article_id=19046&psmand=19
- **Call for Tender “Gender – Power Structures – Knowledge” – Lower Saxony:** http://www.mwk.niedersachsen.de/portal/live.php?navigation_id=33676&article_id=118861&psmand=19
- **Call for Tenders “Science for Sustainable Development” – Lower Saxony:** http://www.mwk.niedersachsen.de/portal/live.php?navigation_id=33675&article_id=118898&psmand=19
- **Technikum – Lower Saxony:** <http://www.niedersachsen-technikum.de/>
- **Project “I am Mint” – Hesse:** www.iammint.de
- **Project STEM Girls Camps – Hesse:** www.mint-girls-camps.de

- **Girls' Workshop "girlspower" in Rhineland-Palatinate:** <http://www.zab-frankenthal.de/pages/berufliche-bildung/maedchenwerkstatt-girlspower.php>
- **"Female Mentors Support Female Teenagers Concerning their Entry into Professional Life" – Rhineland-Palatinate:** <http://www.arbeit-und-leben.de/gefoerderte-projekte/mut.html>
- **"Women in STEM Careers" – Baden-Wuerttemberg:** www.mint-frauen-bw.de
- **Publication "Wanted: Female, motivated, technophiliac: a guide for femal students, universities and cooperations" – North Rhine-Westphalia:** <https://broschueren.nordrheinwestfalendirekt.de/broschuerenservice/mgepa/gesucht-weiblich-motiviert-technikbegeistert/1046>
- **Guidelines for gender-sensitive work with boys and gender-responsive boys' education – Hamburg:** <http://li.hamburg.de/contentblob/3854418/data/pdf-leitlinien-fuer-jungenarbeit-in-hamburg.pdf>

C. Women and Health

Gender equitable healthcare system

- **Women's Health Internet Portal:** www.frauengesundheitsportal.de

Drug and addiction prevention

- **Internet portal for experts on drug and addiction prevention for women and girls:** www.belladonnaweb.de

Laender

- **Office of the "Women's Health Network" – Berlin:** www.frauengesundheit-berlin.de
- **Women and Health Network – Saxony-Anhalt:** www.frauengesundheit-lsa.de

D. Violence against Women

Combating violence against women and girls

- **"Violence against Women" support hotline:** <https://www.hilfetelefon.de/en/about-us/>
- **"MIGG – Medical Intervention Project against Violence":** www.gesundheit-und-gewalt.de

Laender

- **State-wide Network for a Life Without Violence – Saxony-Anhalt:** www.liko-sachsen-anhalt.de
- **"The Police informs" – Brochure, Bavaria:** <http://www.polizei.bayern.de/imperia/md/content/kriminalitaet/haeuslichegewalt.pdf>
- **Touring exhibition "Looking Behind the Scene – Domestic Violence against Women" – Bavaria:** <http://www.blickdahinter.bayern.de/>

- **Support of Projects concerning Offenders as a Measure of preventing Violence and Imprisonment – North Rhine-Westphalia:** www.taeterarbeit.com.
- **ESF-Project (“(Re-)Integration in Training and the Labour Market of Victims of Domestic Violence” – Hamburg:** <http://www.esf-hamburg.de/contentblob/4014998/data/lb-c1-7-reintegration-von-opfern-haeuslicher-gewalt-in-den-arbeitsmarkt-1.pdf>
- **Expansion and advancement of the supporting system concerning domestic violence – Berlin:** http://www.berlin.de/sen/frauen/_assets/keine-gewalt/haeusliche-gewalt/pdfs/workplace_policy_leitfaden_2012_d_bf.pdf; http://www.berlin.de/sen/frauen/_assets/keine-gewalt/sexualisierte-gewalt/pdfs/hilfe_bei_sexueller_gewalt.pdf; <http://www.berlin.de/sen/frauen/keine-gewalt/haeusliche-gewalt/artikel.20187.php>
- **Actions plan III to Combat Violence in Partnerships – Lower Saxony:** <http://www.ms.niedersachsen.de/service/publikationen/?cp=3>
- **Specialised Clinic for Victims of Violence in the German public health service – Hesse:** www.schutzambulanz-fulda.de
- **Project “Emergency Relief after Rape” – Hesse:** www.soforthilfe-nach-vergewaltigung.de
- **Project “HEROES” – Bayern:** <http://www.heroes-augsburg.de/>
<http://www.awo-muenchen.de/migration/projektzentrum-interkulturelle-kommunikation/heroes-gegen-unterdrueckung-im-namen-der-ehre/projektbeschreibung/>
<https://www.facebook.com/pages/Heroes-N%C3%BCrnberg/557125734365873>
- **Federal Action Programme “Assessing safe and independent living at an older age, Module 2” – model region Hamburg:** <http://www.prospektive-entwicklungen.de/projekte/abgeschlossene-projekte/sicher-leben-im-alter>
- **Project “Needs-based support for older women affected and traumatised by violence in the form of concept development for trauma-sensitive guidance, counselling, care and treatment” – North Rhine-Westphalia:** <http://paula-ev-koeln.de/eu-mgepa-projekt/>
- **Education campaign “Say NO to Forced Marriage” – Saarland:** www.zwangsheirat-saarland.de

E. Women and Armed Conflicts

Implementation of UN Security Council Resolution 1325

- **National Action Plan to Implement UN Security Council Resolution 1325:** www.peacewomen.org

F. Women and the Economy

Vocational reintegration

- **Action Programme “Vocational Reintegration as a Perspective”:** www.perspektive-wiedereinstieg.de
- **Cooperation with the professional network XING:** www.xing.com/

Laender

- | **Centres for Women and Employment – Baden-Wuerttemberg:** <http://www.frauundberuf-bw.de/>
- | **Programm for Vocational Reintegration of Women in the Labour Market – Bavaria:**
<http://www.stmas.bayern.de/frauen/wiedereinstieg/index.php>
- | **Women & Employment Altenkirchen – Rhineland-Palatinate:** buero@neuekompetenz.de
- | **Women & Employment Bad Neuenahr-Ahrweiler – Rhineland-Palatinate:**
GBB.ahrweiler@t-online.de
- | **Women & Employment Idar Oberstein – Rhineland-Palatinate:** frauundberuf@awo-birkenfeld.de
- | **Women & Employment Neustadt/W. – Rhineland-Palatinate:** fub@vhs-nw.de
- | **„Zeitzeichen“ – Information centre for Equality in Employment – Rhineland-Palatinate:**
www.zeitzeichen-rlp.de
- | **Internet platform „frauennetz-aktiv“ – Rhineland-Palatinate:** www.frauennetz-aktiv.de
- | **“New Pathways to Employment – Mentoring for Young Women with a Migration Background” – Stage II – North Rhine-Westphalia:** http://www.zfbt.de/erweiterung_beruflicher_chancen/neue_wege_in_den_beruf/download.htm

I. Human Rights of Women

International commitments

- | **Federal Republic of Germany in the framework of the Universal Periodic Review (UPR):**
<http://www.ohchr.org/EN/HRBodies/UPR/Pages/DESession16.aspx>
- | **Overview about the German reporting obligations arising from various international conventions in the reference period:** http://www.bmjbv.de/DE/Ministerium/Abteilungen/OeffentlichesRecht/Menschenrechte/VereinteNationen/_doc/Berichtsverfahren_doc.html?nn=1695012

L. The Girl Child

Education and training

- | **“Girls’Day”:** <http://www.girls-day.de/English>

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