



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

**Twenty-fifth Anniversary of the  
Fourth World Conference on Women and Adoption of the  
Beijing Declaration and Platform for Action (1995)**

**Report of the Federal Republic of Germany**

**August 2019**

## Section One: Priorities, achievements, challenges and setbacks

### 1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

*In answering this question, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to set-backs in each case (3-5 pages).*

Article 3 of the German Basic Law stipulates as follows: “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.” Women nevertheless still come up against social expectations, stereotypes and structural barriers which are different to those faced by men. Germany wants a gender equitable society – one that offers the same opportunities for and balanced participation of women and men in all areas of life. This presents new opportunities not just for women, but also for men and for society as a whole. It thus enables us to make German society perceptibly stronger.

Although gender equality policy still faces great challenges in Germany, some significant successes have been achieved. This report provides a broad overview of gender equality developments, opportunities and challenges in Germany, and highlights our policy priorities.

#### **Gender equality in working life**

One gender equality policy challenge still faced is that in Germany, far more women than men take a break away from work or work part-time (including in marginal jobs). This applies in particular to married women and working mothers. Especially where part-time work is concerned, the income earned is rarely enough to cover basic needs (both those of the employed individual and of any dependent family members). For these individuals it is particularly important that they are able to fully realise (or return to) their career plans after a family phase if they so desire. The demographically induced expected increase in per-capita working hours and improved childcare provision (see below) will contribute here, as, among other things, will the right to part-time work for a limited period (“Brückenteilzeit”, meaning a “bridge” between periods of full-time employment) introduced on 1 January 2019 under the Part-Time and Fixed-Term Employment Act (“Teilzeit- und Befristungsgesetz”).

Also, an on average lower hourly wage for women compared with that for men results in an imbalance in earned income. In Germany, the unadjusted gender pay gap has been stuck for years at above 20 percent. In the reporting years there was a slight drop, from 22 percent (2014-2015) to 21 percent (2016-2018). The **Transparency in Wage Structures Act** (“Entgelttransparenzgesetz” or EntgTranspG) (addressed under Question 6), which entered into force in July 2017, is designed to help women (and men) exercise their right to the same pay for the same work or work of equal value. The reasons behind the ongoing gender pay gap lie, among others, in the fact that fewer women are employed in management positions and women are more likely to have career breaks – and of longer duration – for family reasons. Lower wages paid in jobs in the social sector (as opposed, for example, to those in science and technology) also contribute to the gap. More than 5.7 million people in Germany work in social sector jobs. Of these, 80 percent are women, some of whom work in difficult conditions and

receive low pay. One of the consequences is a 53 percent pension gap, as was highlighted by way of example for 2015 in the Second Gender Equality Report of the Federal Government.

The entry into force of the **Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors** (FüPoG) in 2015 marked a milestone in increasing the number of women in top management positions. Since 1 January 2016, the Act has prescribed a mandatory gender quota of 30 percent for supervisory boards of German companies which are publicly listed and fully codetermined. German companies which are either listed or subject to codetermination are required to set quotas for the supervisory board, the management board and the first and second tier management levels below the management board. In addition, since 1 January 2016, a gender quota of 30 percent applies when appointing members of supervisory bodies on which the Federal Government has at least three seats. This quota was increased to 50 percent in 2018. Experience has shown that the quota for companies which are publicly listed and subject to parity codetermination works because since the Act entered into force, the share of women on the supervisory boards of such companies has risen by 13 percentage points, to 34 percent. By way of contrast, with a share of 6.1 percent, women still remain greatly under-represented on company management boards. (Figures for the period 2015-2018)

The share of women in leadership positions in the federal civil service overall was 35 percent in 2017, while the share of women in the workforce amounted to 52 percent. With regard to leadership positions, this represents an increase of five percentage points compared with 2009. Additional measures to further increase this share are contained in the current Coalition Agreement. A positive trend can also be seen with regard to bodies. The share of women on bodies to which the Federal Government can appoint members is 41 percent.

### **Balanced reconciliation of family, care and work**

Looking at equal opportunities from a biographical perspective, it becomes clear that better reconciliation of work and family commitments or of paid employment and unpaid care work is a key lever for both women and men on the way to a gender equitable society. Germany achieved significant progress here in the years 2014 to 2019. Of particular importance was the improved reconciliation of family and working life supported among other things by the introduction of parental allowance in 2007 and, starting in 2015, the option of flexible receipt of parental allowance and the introduction of four additional partnership months and a significant expansion of child daycare provision.

Parental allowance makes up for loss of income when parents want to stay at home and look after their child after the birth and either interrupt their careers or reduce their working hours to do so. Parents have a joint entitlement to a total of 14 months if both participate in child care. An earlier return to work on a part-time basis and partnership-based childcare arrangements are promoted in the form of **parental allowance plus** and **partnership months**.

Children have had a legal right to a child daycare place from the age of three to school entry since as long ago as 1996. Since August 2013, parents in Germany have even had **a legal right to a childcare place** as soon as their child reaches its first birthday. The childcare quota for under-threes was 33.1 percent in 2017, albeit with differences in the quota persisting between eastern and western German Länder. While in the western German Länder, 28.8 percent of under-threes visited a daycare centre or were in the care of a childminder in 2017, in the eastern German Länder it was 51.3 percent. In 2006, this divide was significantly wider, but the gap continues to close.

There has been a significant rise in the number of working mothers with children under three. For most mothers in Germany, reconciling family and working life is now the norm. Mothers now work more often and for longer hours than they did ten years ago: In 2017, 68 percent of mothers with under-age children were employed Germany-wide<sup>1</sup> (2007: 61 percent) and their average working week amounted to 26.5 hours (2007: 24.6 hours). This trend is largely the result of **expanded childcare provision and parental allowance payments (parental allowance and parental allowance plus)** which promote fathers' participation in family-related work and enable mothers an earlier return to employment.

There continue to be regional differences in the percentage of mothers in employment. For example, mothers in the eastern German Länder are still more likely to work and work longer hours than mothers in the western German Länder, and more of them with small children go to work: In 2017, 73 percent of mothers with under-age children in the eastern German Länder (including Berlin) and 67 percent in the western German Länder were gainfully employed. While in the eastern German Länder, the share of working mothers with a youngest child aged between two and three was around 72 percent, the share in the western German Länder was 57 percent. Mothers with under-age children in the western German Länder work an average working week of just under 25 hours, which is significantly less than the average working week of mothers in the eastern German Länder (just under 33 hours), but they nonetheless work more hours than they did in 2014 (2014: 24.3 hours per week). Near full-time part-time work or full-time work for mothers (including with small children) remains the norm for most mothers in the eastern German Länder, but is less widespread among mothers in the western German Länder. But having said that, the share of mothers with small children in the western German Länder who work longer hours in part-time jobs or who work full-time continues to grow.

The number of **fathers claiming parental allowance** also continues to grow. Currently, 36 percent of fathers do so (only three percent of fathers claimed the former child-raising allowance). Parental allowance plus, which was introduced in 2015, has additionally increased the number of fathers claiming parental allowance. With parental allowance plus, fathers not only significantly increase the length of time they claim (national average 8.9 months), but the average period of receipt by men lies at 3.8 months across all parental allowances paid. This means that parental allowance is claimed for twice as long as the minimum entitlement period of two months. Parental allowance plus encourages fathers to take time away from work to look after the family. The Federal Government report on the evaluation of parental allowance plus ("Bericht der Bundesregierung zur Evaluation des ElterngeldPlus, Bundestags-Drucksache 19/400") has shown that 17 percent of fathers receiving parental allowance plus would not have interrupted their careers or would not have reduced their hours to look after their child without it. The partnership bonus is especially popular with fathers as it allows both parents to work part-time in parallel, working between 25 and 30 hours a week: Up to 40 percent of fathers who claim parental allowance plus also claim the partnership bonus.

One important topic involves **reconciling care and work**: In Germany, some 3.5 million people are in need of care; this figure is expected to rise to up to 4.5 million in 2050. There are 2.8 million people who work and care for dependent relatives at home. Two-thirds of those providing such care are women. This dual burden can put them under even more pressure at work. Equally problematical is if they give up their jobs altogether to care for a dependent relative. In combination with differences in pay structures, this unequal balance in the provision of care can have a negative impact on pension entitlements and thus financial security in old age and increases the risk of poverty in old age. With the **Act on Better Reconciliation of Family, Care and Work**, the provisions of the Caregiver Leave Act and

---

<sup>1</sup> Based on the numbers actually in paid work: Individuals whose employment is interrupted by either maternity leave or parental leave are not counted as employed.

the Family Caregiver Leave Act were combined and enhanced. The period of short-term absence from work was supplemented, for example, with the possibility of claiming care support allowance. A right to family caregiver leave was introduced which can involve an employee being partially released from work and reducing their working week to a minimum of 15 hours for a period of up to 24 months. And since 2015, employees may be released from work to provide care outside the home for close under-age relatives in need of care and to accompany close relatives in their final phase of life. For the period they are released from work, employees have a right to receive an interest-free loan. The provisions of the Caregiver Leave Act and the Family Caregiver Leave Act enable flexible combinations to meet individual needs. This also creates the right conditions to enable men to assume more responsibility in providing care.

A good example of promoting the reconciliation of family and work comes from the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Employees there can decide individual working hours in team agreements made with their superiors and can work on a mobile basis by laptop and mobile phone on selected week days provided that it does not conflict with ministerial needs. No proof of family reasons is required. Mobile and flexible working is the norm in the ministry with over 96 percent of employees participating.

### **Combating violence against women and girls**

In addition to the focus areas described above, protecting women and girls against violence remains of huge importance: On 1 February 2018, the **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)** entered into force in Germany. To transpose the provisions of the Convention into national law, a nationwide “Violence against Women” helpline was introduced (open round the clock 365 days a year and available free of charge in 18 different languages at 08000 116016) and the law governing sexual offences was reformed. The **“no means no” rule** has now been implemented, meaning that a sexual act is a criminal offence if it takes place against the discernible will of the victim. Threats of violence or overcoming the victim’s resistance are no longer preconditions for a sexual offence to have taken place.

Following the entry into force of the Istanbul Convention it is the responsibility of all levels of government – the Federal Government, the Länder and local authorities – to ensure its implementation. To protect women against violence and strengthen their rights, an integrated strategy is needed across all levels. The Coalition Agreement covering the 19th legislative period provides for measures which, based on the obligations arising from the Istanbul Convention, are designed to aid **further development of the help and support system**. These are addressed in detail in answer to Question 5.

### **Protection and integration of women refugees**

As in other European countries, an extraordinary number of refugees have sought protection in Germany in the years covered by the report. The number of asylum applications rose from below 175,000 in 2014 to 440,000 in 2015, reaching a peak at 720,000 in 2016. Within a short period of time, accommodation had to be found for these new arrivals and provisions made for their basic wellbeing and safety. This also involved and continues to involve activities to foster their integration.

Women and children belong to those groups who are especially at risk during flight and who require special protection when living in refugee (reception) accommodation. Integration measures must repeatedly be reviewed and adapted from the perspective of a gender equality policy. Since 2015, more than 400,000 women refugees have applied for asylum in Germany. In 2016, 34.3 percent of applications for asylum were submitted by women; as many as 39.5 percent between January and December 2017. Thus, in the reporting period measures to protect and integrate women refugees formed an additional focus area of German gender equality policy (see also the answers to Questions 9 and 18).

### **Political representation**

There has been a drop in women's participation in Germany when it comes to political representation: The proportion of women members of the German Bundestag has declined since the last Bundestag election. Currently, 222 of the 709 members of parliament are women, meaning 31 percent. In the previous legislative period it was 37 percent. Reasons for the decline lie in the fact that more parties are represented in the 19th Bundestag whose members are mostly men.

The debate on gender-equitable political representation is attracting more and more interest in Germany. To ensure balanced political representation at Länder level, **Brandenburg** has become the first German Land or state to introduce a legally-binding quota. On 31 January 2019, the Brandenburg State Parliament adopted the **Act on Inclusive Parity** ("Inklusives Parité-Gesetz" – Third Act Amending the Brandenburg Act on State Elections). Under the Act, women and men will in future be given equal consideration when drawing up the state list of electoral candidates. When drawing up the lists, equal representation will be prescribed by alternate listing of women and men.

### **International gender equality policy**

Finally, a major challenge when it comes to equality is that increasing attention is being given both in Germany and internationally to those who question whether tolerance, cosmopolitanism and the goal of gender equality are democratic achievements. And in international negotiations, it is increasingly the case that achievements made so far must be defended, for example in relation to reproductive rights and women's health. This is why Germany (for example in meetings of the UN Women's Rights Commission) takes a clear stance on women's rights and gender equality, and will continue to do so in the future (see answer to Question 5). German development cooperation activities also work to promote gender equality and women's rights in many countries around the world.

## **2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)**

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls

- Access to health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work/work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other (Supporting female refugees)

*Please provide brief reflections on how your country has addressed these priorities (3 – 5 pages).*

## **Overcoming stereotypes**

Equal participation in all areas of society is desirable in order to achieve gender equality. Since effective gender equality policy has to take into account all genders, expanding occupational perspectives for both women and men must be part of it. To promote equitable distribution of any kind of work, it is necessary to broaden traditional notions of gender and combat gender stereotypes, both on the labour market and beyond. This is, however, very much a long-term project, as preconceived ideas take a long time to disappear.

The **Federal Government initiative No clichés (“Klischeefrei”)** is a national cooperation project which promotes non-clichéd vocational and study choices, free from restrictive gender stereotypes. It offers support to all involved in the vocational choice process to enable them to help girls and boys make vocational choices that match their strengths – free from gender stereotypes. The initiative's service centre advises the network of partners (180 as of June 2019), who are committed to providing non-clichéd vocational guidance within and outside their institutions, and offers practice-oriented material, background information and success stories on gender-sensitive vocational guidance.

Other initiatives include **Boys' Day (since 2011) and Girls' Day (since 2001)**, as well as the online magazine “My testing ground” (“Mein Testgelände”) – a gender magazine for young people. It is the only website in Germany and German-speaking countries to publish authentic and unedited posts on gender and equality from youths, triggering discussions not only among young people, but also with professionals. The posts are about topics such as what it means to be a girl, a boy or LGBTQI\*. Moreover, the young readers and contributors address gender roles and inequalities based on sex, colour, religion, disabilities, culture, beauty and body image concepts. In addition, they discuss life paths and plans for the future, school and work, youth culture and women's rights. The aim is to engage both girls and boys in the discussions. Some 5,000 professional youth workers exchange views on, and experiences of, anything to do with “gender” in a Facebook account linked to the website.

## Gender equality in working life

In answer to Question 1, details have already been given regarding the successes achieved in Germany through the introduction of the **Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors (FüPoG)**. The Act will be evaluated and reviewed in 2019. Also in 2019, changes to provisions in the public and private sector sections are planned to improve the effectiveness of the Act. This applies in particular to the provisions on target quotas and failure to report targets set for management boards and other management levels. In future, sanctions are to be used if companies report a zero target without providing a justification as to why. At present, of the companies covered by the Act, 81 percent fail to report target quotas or report a zero target for their management board (BT-Drs. 18/13333, p. 32).

## Better reconciliation of family and work, and poverty risk prevention for single parents

In Germany, parents have been able to claim parental allowance since 2007. In 2015, receipt of parental allowance was made significantly more flexible with the option to claim **parental allowance plus** and also expanded through the introduction of four additional partnership months. This new provision is also available to single parents.

Parental allowance compensates for a loss of income after the birth of a child and makes it easier for mothers and fathers to temporarily go without gainful employment, either completely or in part, and thus to have more time to look after their child. Parents – including single parents – can choose between basic parental allowance, which replaces about 65 percent of a parent's previous net income for up to 14 months, and parental allowance plus. Parental allowance plus makes it easier for mothers and fathers to combine parental allowance and part-time work. With parental allowance plus parents can extend the entitlement period: One parental allowance month becomes two parental allowance plus months. Here, parental allowance plus, like the previous parental allowance, replaces the loss in income by between 65 and 100 percent. The sum of parental allowance plus lies at a maximum of half the monthly basic parental allowance sum to which parents without part-time income would be entitled. In this way, mothers and fathers can also remain more flexible beyond the fourteenth month after the birth of their child and thus combine the needs of their child with the requirements of their jobs. Along with parental allowance plus, a partnership bonus was also introduced. If mothers and fathers decide to work part-time simultaneously – for four months in parallel and between 25 to 30 hours per week – they will receive four additional parental allowance plus months each. The partnership bonus is also available to a single parent if the single parent works 25-30 hours a week in four consecutive months. In this way, families remain financially secure for longer when holding down a part-time job and are better able to divide tasks between them.

Single parents – the overwhelming majority of whom are mothers – often face a greater risk of poverty. In Germany, if they receive no maintenance from the other parent or only receive irregular payments, they can claim maintenance advance from the state. In addition to child benefit, these parents thus receive financial assistance for their child or children in an amount equal to the minimum child maintenance amount. In mid-2017, the **legal provisions on maintenance advance** were significantly expanded. Since then, the number of children receiving maintenance advance has nearly doubled to over 800,000. The reform enables single parents to receive maintenance advance without restrictions on their entitlement period. This provides huge financial relief for single parents. (Further details are provided in the answer to Question 10).



Good childcare provision is crucial to improving education opportunities and participation for children and enabling parents to better reconcile family and work. Needs-based childcare services are often a prerequisite for mothers and fathers being able to go to work, earn their living from gainful employment – and help to promote gender equality. To secure needs-based programmes and services, the Federal Government already provides the Länder with substantial financial support for the expansion of good-quality child daycare provision. With as many as what are now **four investment programmes**, the Federal Government has allocated €4.4 billion in funding for the period 2008 to 2020 (of which €1.94 billion since 2014) for the creation of childcare places. Since the investment programmes were launched, the number of children under three in childcare has almost doubled, raising the national average from 17.6 to 33.1 percent (2017). The Federal Government also contributes on an ongoing basis to the operating costs of childcare facilities by way of increased allocations of value-added tax revenue totalling some €4.4 billion from 2014 to 2018 and €845 million a year thereafter. To meet parents' childcare needs, which have likewise increased, childcare services and facilities must be expanded as part of a continuous process.

Various federal programmes have been launched in recent years and provide ongoing support to improve equal opportunities, for better reconciliation of family and work and for quality improvement: "Schwerpunkt-Kitas Sprache und Integration" for language and integration support in daycare; "Sprach-Kitas" for language education in daycare; "Kita-Einstieg" encouraging migrant families to make use of daycare; "Kindertagespflege"; "ProKindertagespflege" for capacity building; and "KitaPlus". For these programmes, the Federal Government has allocated about €1.3 billion since 2014. Under the federal funding programme "KitaPlus", childcare facilities with extended opening times are promoted as a means to support parents who due to their employment situation are reliant on such services (for example because they work early, late or night shifts). Additionally, with the **Good Childcare Act ("Gute KiTa-Gesetz")**, the Federal Government provided financial assistance to the Länder in the form of some €5.5 billion allocated for the period up to 2022.

## **Combating violence against women and girls**

Ratification of the Istanbul Convention represented an important step in further combating violence against women and girls in Germany. It requires member states to, among other things, comply with the specific requirements in legal anti-violence provisions and contains diverse policy-related obligations to provide legal and other measures related to prevention and victim protection, and implement an appropriate help and support system for women who experience violence. By ratifying the Convention, Germany demonstrates compliance with its requirements and provisions.

Since 2016, improved data on domestic violence (between partners) has been collected by the Federal Criminal Police Office in a **modification to the official Police Crime Statistics**. Since that time, statistics have been collected nationwide in a standardised format which also includes data on suspects, victims and victim-suspect relationships which enable differentiated collation and recording of cases of domestic violence acted out by current/ex partners and also categorisation according to cohabitating/non-cohabitating couples. The third such report on domestic violence was published in the form of a reported crime study in November 2018.

To afford women better protection and improve the situation for those who work in prostitution, the Act on Regulating the Business of Prostitution and Protecting Persons Working in Prostitution (**Prostitute Protection Act or ProstSchG**) entered into force on 1 July 2017. The aim of the Act is to

strengthen prostitutes rights to sexual self-determination, create appropriate policy conditions to ensure reasonable working conditions, prevent dangerous forms of prostitution and combat crime in prostitution, such as violence, exploitation and pimping.

Combating violence against women and girls is also a focus of German development cooperation. A five-point-plan to overcome violence against women and girls was announced in November 2017 to help German development cooperation prevent violence against and better protect women in partner countries. It includes victim support, prosecution of offenders, strengthening of equal opportunities and violence prevention.

### **Protection and integration of women refugees**

A wide range of measures have been implemented to both protect and integrate women refugees. These are described in more detail elsewhere in this report (for example in the answers to Questions 9 and 18). Here, measures involving protection against violence and the provision of new employment opportunities are cited by way of example.

As part of its **gender equality policy strategy to protect and integrate women refugees and their children**, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) has introduced a range of measures to improve protection for women and (their) children, and to promote the integration of women refugees. The strategy, which is designed to be developed and enhanced over time, contains measures in four action areas: Protection against violence and assistance in refugee accommodation, information, counselling and assistance for refugees, protection of pregnant refugees, integration and building independent livelihoods. With this strategy, both the Länder and local authorities receive assistance in providing protection and integration for women refugees and (their) children who live in refugee accommodation centres and have experienced violence.

In 2016, BMFSFJ together with UNICEF and other partners launched the Federal Government Initiative for the protection of refugees in refugee accommodation centres. Using the findings of their work, the members of the Initiative published the first ever nationwide **Minimum Standards for the Protection of Children, Adolescents and Women in Refugee Accommodation Centres** in Germany in July 2016.

The Federal Ministry of the Interior, Building and Community funds various integration measures with integration courses for language training and orientation, migration counselling for adult migrants and local integration projects, including the federal programme "Integration through Sports" and structural funding for migrant umbrella organisations. These integration measures target both men and women equally, while Section 5 (2) of the Ordinance on Integration Courses sets forth that the equal participation of women in integration courses must be ensured. To further promote the integration of women and tend to their needs, special integration courses are provided for women. In order to provide a trust-inspiring learning environment, there are integration courses for women held by a female teacher. Additionally, low-threshold courses for women are offered in particular to engage women without social contacts who are not used to learning. These courses can serve as a gateway to the regular integration courses. The low-threshold courses are open for women who have lived in Germany for a longer period, for newly arrived female immigrants from the age of 16 who have a permanent residence status and for female asylum applicants who have good prospects of being allowed to stay in Germany. The low-threshold courses for women include low-threshold language teaching and practical

support. The courses are held by women (many of them with a migrant background themselves) in order to create a trustful atmosphere encouraging participants to address sensitive topics.

The labour market situation for women refugees in Germany is generally poorer than that for their male counterparts. The **Integration through Qualification (IQ)** funding programme supports women refugees in various ways (qualification recognition advice, training advice, training programmes and projects). In sub-projects which exclusively target women refugees, the IQ programme trials approaches aimed at meeting the special needs of the target group. In the main, the projects provide orientation and training programmes for women refugees with the aim of empowering them to develop employment prospects for their future life in Germany and find their way into a job that suits their skills. The advice and counselling services are provided in communal accommodation centres and in refugee reception centres.

The ESF-Federal Government programme **“Strong Careers – Mothers with a Migration Background Start Out”** targets migrant women and women refugees with children. In close cooperation with local job centres or the Federal Employment Agency, some 90 contact points country-wide show mothers ways of returning to work, for example through coaching, training and language courses. Around two-thirds of women who have participated in “Strong Careers” have been able to develop employment prospects for themselves (jobs, training, work placements, recognition of existing qualifications).

The Federal Government funds **DaMigra**, the Association of Migrant Women’s Organisations, which takes an origin-independent approach in campaigning for the rights of women refugees, raising awareness to their needs and, more recently, combating intersectional discrimination. The project “Female Refugees: Start your own business!” (2017 – 2019) supports women refugees in efforts to start their own business and systematically illustrates the kinds of support measures that are appropriate for this target group.

### 3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- Women living in remote and rural areas
- Indigenous women
- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Women with diverse sexual orientations and gender identities
- Younger women
- Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses (2 pages max.).*

## **Anti-discrimination counselling**

Since 2006, the **independent Federal Anti-Discrimination Agency (ADS)** – described in detail in Section 4 – has assisted people who have experienced discrimination on grounds of race or ethnic origin, gender, religion or beliefs, disability, age or sexual identity. Enquiries concerning gender discrimination accounted for 29 percent of requests for counselling in 2018. In 4.62 percent of all enquiries received in 2018, discrimination on more than one ground (multidimensional discrimination) was cited. A comprehensive evaluation of discrimination data in the Third Joint Report to the German Bundestag (2017) also shows that multidimensional discrimination is very prominent. The most frequent cross-sectional category is gender: This occurs in combination with age, when women are not employed due to the possibility of them becoming pregnant or when it is mostly lesbian women who are subject to homophobic sexualised hostilities and attacks. Another study on sexual harassment in the workplace, to be published in 2019, will also look among other things at the discrimination risk for women with disabilities.

The State of **Saxony** provides a fitting and current example of the anti-discrimination work being performed at Länder level. Saxony funds a model project to establish and strengthen structures in the provision of anti-discrimination counselling and advice. Sponsored by the Saxony Anti-Discrimination Office (ADB), specific counselling services for victims of discrimination are being developed at new sites in line with the characteristics and categories (age, sexual identity, gender, race, disability, religion/beliefs) protected under Germany's General Equal Treatment Act and are then offered throughout the various districts (in some cases via outreach work). The ADB takes a horizontal, cross-characteristic approach that takes account of all the above-mentioned categories and characteristics. In providing this highly specialised counselling service, counsellors received comprehensive training as part of the model project. Seven anti-discrimination counsellors have completed their training so far. The comprehensive counsellor training curriculum developed for the project has been provided by the Saxony State Government. In addition to the counselling services, the model project fosters the networks on which Saxony's anti-discrimination culture is built. Another outcome from the project involves the development of analyses on discrimination and anti-discrimination counselling in Saxony, the organisation and holding of thematic events, and an accompanying project-related public relations campaign. When the project is complete, recommendations for action to develop and enhance the structures in Saxony's anti-discrimination work will be submitted to the Saxony State Government.

## **LSBTI counselling and measures**

### Rainbow portal

Over the past two years, work has been underway to create an online information portal – “The Rainbow Web Portal” – as a knowledge network for same sex lifestyles and gender diversity. The idea is to provide people who have personal experience, their family members and friends, interested professional, specialist or private individuals as well as the general public with appropriately prepared, structured, linked and connected information. Available counselling and advice services are to be

enhanced and made visible. The knowledge network is designed to help balance the identified strong urban-rural divide in counselling and advisory structures and improve equal opportunities concerning access to information and participation for lesbian women, trans\* and intersex individuals country wide, thus helping to combat discrimination. The portal was launched in May 2019.

#### Counselling skills in respect of rainbow families

Over the course of three years up to 30 June 2018, the nationwide model project “Beratungskompetenz zu Regenbogenfamilien - Erfordernisse und Potenziale in professioneller Begleitung” (Counselling and Advice for Rainbow Families – Professional Guidance Needs and Potential) was funded by the Lesbian and Gay Federation in Germany (LSVD). The Federal Families Ministry has closed a gap with this project, thus enabling members of rainbow families – which are usually families comprising two women (approx. 90 percent) – to receive advice and support close to home and feel welcome in existing counselling centres. A range of different offerings are designed to help staff in counselling centres familiarise themselves with the challenges faced by and potential of rainbow families and break down barriers for those seeking advice. The project’s mission was to provide qualified support programmes for same sex and transsexual or transgender parents and make them visible as a natural part of society. In addition to workshops and presentations about life in and counselling for rainbow families, the model project comprised training programmes and a forum for thematic exchange about the model project’s contents via a dedicated online portal. The programmes addressed organisations, institutions, associations and specialist staff whose work involves families-related counselling and advice. Upon completion of the project, a training manual was produced for facilitators and specialist staff. The (German language) manual is available on the project website at: <http://www.regenbogenkompetenz.de/>.

#### Funding for Lesbians and Age association

In addition to establishing a national advocacy group for gay senior citizens (“Bundesinteressenvertretung für Schwule Senioren” BISS), BMFSFJ purposefully promotes the Lesbians and Age association (“Dachverband Lesben und Alter”) to take account of the differing biographical experiences and emancipation efforts of lesbian women and gay men. Two independent umbrella associations are needed to achieve equal participation by both groups as the differing paths of the gay and lesbian emancipation movements are also the result of an unequal social evaluation of gender roles. Since 2016, the Federal Ministry for Family Affairs has funded events and projects by both associations that contribute towards reducing discrimination and including the interests of senior gay and lesbian people. . The two umbrella associations actively work to shape policy for women seniors in the bigger associations such as BAGSO, welfare associations, women’s associations and Church-based organisations. This work will counter structural discrimination against lesbian women and promote real equality for women/lesbians/women facing multidimensional discrimination. The aim of the project funding is to draw attention and bring lasting improvements to the situation for older lesbian women in Germany and achieve equal, non-discriminatory social participation for the target group.

#### Long-term care institutions for sexual and gender diversity

To date, care facilities have not been equipped to care for older homosexual women and men, bisexual, transidentity and intersexual individuals in need of long-term care. BMFSFJ funds two projects to open long-term care institutions for sexual and gender diversity. Through the implementation of further training and education programmes, care personnel in model care institutions are to be equipped to care for the LGBTI target group and their needs. In another project, senior citizen and care facilities with

the structures, organisational policies and staffing resources to create the conditions needed to integrate LGBTI people, can be awarded a quality label. The measures are designed to achieve needs-based care of the LGBTI target group.

### **Measures for women with disabilities**

To promote political participation of women with disabilities, the Federal Government works closely with “Weibernetz e.V.”, a self-help organisation for women with disabilities. To implement its measures, the Federal Government funds a project which promotes the political interests of women with disabilities to achieve equal opportunity and protection against violence (“**Politische Interessenvertretung behinderter Frauen – für Chancengleichheit und Schutz vor Gewalt**”). This enables “Weibernetz e.V.” to draw attention to the needs of women with disabilities, for example in official bodies and committees, and in statements on planned policies and on the implementation of international conventions. This includes, for example, committee-based work performed by the Federal Government-Länder Working Group on Domestic Violence, participation on the advisory board of the “Violence against Women” helpline, participation on the board of the German Independent Commissioner for Child Sex Abuse Issues and on the board of a project on sexual self-determination.

### **Measures and advice for migrant women and especially women refugees**

In answering Questions 1 and 2, the measures implemented in this area have already been described in detail so that an answer can be dispensed with at this point.

#### **4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?**

NO.

*If YES, please give concrete examples of the effects of humanitarian crises on progress for women and girls in your country and of measures taken to prevent and respond to humanitarian crises in a gender-responsive manner (1 page max.).*

#### **5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)**

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights

- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work/work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other (**1. gender equality strategy, 2. International gender equality policy**)

*Please provide brief reflections on how you plan to address these priorities (3 – 5 pages).*

## **Gender equality strategy**

In this current, 19th legislative period (since 2017) the Federal Government plans to develop a cross-sectoral gender equality strategy with an associated action plan.

The following policy focus areas are also addressed in the present report:

- Gender equality in working life
- Balanced reconciliation of family, care and work
- Combating violence against women and girls
- International gender equality policy

## **Gender equality in working life**

For women it is especially important to be able to fully realise (or return to) their career plans after a family phase if they so desire. The demographically induced expected increase in per-capita working hours and improved childcare provision will contribute here, as, among other things, will the right to part-time work for a limited period ("Brückenteilzeit", meaning a 'bridge' between periods of full-time employment) introduced on 1 January 2019 under the Part-Time and Fixed-Term Employment Act ("Teilzeit- und Befristungsgesetz").

Structural factors on the labour market that play a key role in creating the gender pay gap must be remedied in a targeted way. To do this, the Federal Government wants, among other things, to break down the financial barriers faced in initial vocational training and education in social and nursing professions. For example, the Federal Ministry for Family Affairs wants to generate impetus with its campaign aimed at finding skilled nursery school teachers by recruiting new trainees and retaining qualified, experienced staff ("Fachkräfteoffensive für Erzieherinnen und Erzieher: Nachwuchs gewinnen und Profis binden") and thus make both vocational training and education for nursery school teachers

and their opportunities for occupational and financial development more attractive. The Länder and providers are to be helped to cover the growing demand for qualified staff and pave the way to initial vocational training and education with pay. In addition, the aim is also to further raise employees' awareness to their right to information under the Transparency in Wage Structures Act and support employers in the use of effective measures to combat pay inequality between women and men.

The German civil service serves as a role model when it comes to equality between women and men. The Federal Government thus aims to achieve equal participation of women and men in civil service management functions by 2025. Take-up of management functions in part-time roles is also to be increased. In the future, the quota rule for members appointed by the Federal Government will apply to more bodies than has been the case to date.

### **Balanced reconciliation of family, care and work**

As already outlined above, BMFSFJ will continue to work to achieve balanced reconciliation of family and work, and of care and work.

### **Combating violence against women and girls**

A Federal Government action programme is planned to prevent violence against women, support women victims and their children, and improve support structures. Key components of the overall programme include the round table of Federal Government, Länder and municipal authority representatives, whose kick-off meeting was held on 18 September 2018, and a nationwide investment, innovation and restructuring programme – the federal funding programme “Gemeinsam gegen Gewalt an Frauen” (Working Together to Combat Violence against Women).

The aims of the collaboration between the Federal Government, all 16 German Länder (states) and the top municipal associations within the framework of the round table are needs-based expansion and safeguarding the work performed in women's shelters and by walk-in help and support organisations.

In addition, the Federal Government aims to use the federal funding programme in its promotional efforts to test models for use in closing known gaps in the help and support system. This includes improving access to the support system, the provision of care and support for as yet unreached target groups, and innovative practice-based models for use in providing support for victims of violence. The federal funding programme thus comprises two pillars. In one, financial resources are allocated for innovative projects aimed at supporting all women victims of violence and their children in a target group-appropriate way. In the other, within the scope of the budget allocation, construction-related measures are to be funded under the programme to increase capacities and improve access to women's shelters and specialist counselling centres. The first innovative, model projects and accompanying measures of relevance to the entire help, support and counselling system and which are linked to the specific mandates contained in the Coalition Agreement will be implemented in the course of 2019.



## **International gender equality policy**

At international level, Germany will continue to promote equality between women and men. From 1 July to 31 December 2020, Germany will hold the EU Council Presidency and from 1 July 2020 to 31 December 2020 will form the EU Trio Presidency together with Portugal and Slovenia. The role of gender equality policy during the German EU Presidency is already set out in the Coalition Agreement: “During its EU Presidency and as a member of the Trio Presidency, Germany will work to promote gender equality in the EU and make it visible.” Focus will be placed on “combating violence against women” and “gender equality in working life”.

In addition, from November 2020 to May 2021 Germany will hold the Chair of the Committee of Ministers of the European Council. Here too, the importance of gender equality policy will be emphasised and, among other things, the tenth anniversary of the Istanbul Convention will be marked.

Last but not least, Germany applies a cross-departmental focus on women, peace and security with an action plan to implement UN Security Council Resolution 1325. This relates to women’s participation in preventing and overcoming conflict, and improving protection against sexualised violence in conflict. The UN Resolution on Sexual Violence in Conflict (Resolution 2467) sponsored by Germany and adopted at the end of April highlights the importance Germany places on this issue. The resolution aims to end sexual violence in conflict. With this resolution, the Security Council focuses for the first time on the rights and needs of survivors (victim-centred approach). The resolution also focuses for the first time on the rights and needs of mothers and their children who are born of rape. It also recognises that boys and men can become victims of sexual violence in conflict situations.

## **Section Two: Progress across the 12 critical areas of concern**

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action (BPfA). To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

**NOTE: In the selection lists for the following questions, only those measures have been checked for which examples are also given.**

### **CLUSTER 1: Inclusive development, shared prosperity and decent work**

#### **Critical areas of concern:**

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

### **6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?**

- Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- Introduced/strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

In Section 1, it was already explained that gender equality in the workplace is a focus area of gender equality policy in Germany. Here are some (further) examples.

## **Equal pay legislation**

### Act to Promote Transparency in Wage Structures among Women and Men

The Act to Promote Transparency in Wage Structures among Women and Men (Transparency in Wage Structures Act or EntgTranspG), which entered into force in July 2017, aims to enforce the requirement of equal pay for equal or equivalent work for women and men. To this end, it improves the prevailing legal framework for universal enforcement of equal pay and defines key terms. The Act also contains three instruments:

- Individual right to information
  - Employees in companies with a workforce of more than 200 employees have an individual right to information: They can request a list of the criteria on which their pay is based.
  - Employees have had a right to information since 6 January 2018.
- Internal company evaluation procedures
  - Requirement for private sector employers with a workforce of more than 500 employees to conduct internal evaluation procedures to verify and establish equal pay.
- Reporting requirement
  - Introduction of a reporting requirement on equality and equal pay among women and men for employers with a workforce of more than 500 employees and who are required to prepare management reports under the German Commercial Code (Handelsgesetzbuch).

The Federal Government is legally required to evaluate the effectiveness of the Act (every four years); the first report was delivered in July 2019.

The Federal Cabinet has adopted the Federal Government report presented by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) on the effectiveness of the Act to Promote Transparency in Wage Structures among Women and Men (Transparency in Wage Structures Act) and on progress in implementation of the equal pay requirement in establishments with fewer than 200 employees. The Federal Government has thus complied with its mandate under Section 23 of the Transparency in Wage Structures Act.

The findings of the evaluation report point in different directions. While employees have been relatively slow to make use of the right to information, many companies have reviewed their pay structures. To date:

- Of employees surveyed in companies with more than 200 employees, four percent have submitted an information request.
- Of the companies surveyed, 43 percent of those with over 500 employees and 43 percent of those with 201 to 500 employees have voluntarily reviewed their pay structures since the introduction of the Act.
- Of the companies surveyed that are required to report, 44 percent stated that they had complied with the reporting requirement and 40 percent plan to do so.

The first evaluation shows the Act to be an important step towards greater transparency. A full assessment of the long-term trends and impacts cannot be made until the second evaluation. It is clear that the Transparency in Wage Structures Act needs to be made better known and there is need for improvement in information and advice for specific target groups. The BMFSFJ will discuss the report's recommendations on a broad basis with the specialised public, employers and unions.

## **Measures to prevent sexual harassment, including in the workplace**

In 2014, the Federal Anti-Discrimination Agency (ADS)<sup>2</sup> commissioned a representative survey among 1,000 employees and 667 exemplary interviews among human resource managers and staff representation bodies at private and public employers in Germany concerning sexual harassment at work. The goal of this survey was to take stock of the knowledge of employees and of persons responsible at the companies regarding the rights and duties of protection against sexual harassment and to obtain an overview of existing measures in place at company level (see:

[http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Factsheets/factsheet\\_engl\\_sexuelle\\_Belaestigung\\_am\\_Arbeitsplatz.pdf?\\_\\_blob=publicationFile&v=5](http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Factsheets/factsheet_engl_sexuelle_Belaestigung_am_Arbeitsplatz.pdf?__blob=publicationFile&v=5))

In addition, in 2015 the ADS commissioned an expert opinion on "Sexual Harassment at University - Protection Gaps and Recommendations" with the aim of improving the protection of students against sexual harassment. (see:

[http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Expertisen/Expertise\\_Sexuelle\\_Belaestigung\\_im\\_Hochschulkontext.pdf?\\_\\_blob=publicationFile&v=2](http://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Expertisen/Expertise_Sexuelle_Belaestigung_im_Hochschulkontext.pdf?__blob=publicationFile&v=2))

Currently, the ADS is conducting a new study on the prevalence of and possibilities for action on sexual harassment at the workplace. The results of this study will be available in 2019.

In 2016, the ADS published a comprehensive brochure for employers, employees as well as worker's representatives (see:

[https://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Leitfaeden/Leitfaeden\\_Was\\_tun\\_bei\\_sexueller\\_Belaestigung.html](https://www.antidiskriminierungsstelle.de/SharedDocs/Downloads/DE/publikationen/Leitfaeden/Leitfaeden_Was_tun_bei_sexueller_Belaestigung.html)). The brochure informs employees about their rights and provides step by step instructions for employers on how to handle sexual harassment complaints in the workplace. Since the report was published, the ADS has worked closely with employers by giving regular presentations on the issue (awareness raising) and by evaluating different preventive and protective measures.

As part of the social media campaign "#darüberreden" ("talk about"), the ADS launched a video clip to raise awareness to sexism and sexual harassment.

(see: <https://www.facebook.com/antidiskriminierungsstelle/videos/2041085172599641/>)

---

<sup>2</sup> The Federal Anti-Discrimination Agency (ADS) is the German Equality Body. Based on the provisions of the Equal Treatment Act (AGG), the ADS is active in implementing measures to prevent discrimination, offering legal counselling concerning discrimination as well as carrying out research on discrimination issues.

## Support for the transition from informal to formal work

As on-site checks for potential cases of illegal employment in private households are made impossible due to the basic right of the inviolability of the home, the Federal Government uses incentives (see items 1 – 3) and informational programmes (Items 4 – 6) to reduce irregular/illicit employment in household-related services. The following measures have been taken to promote declared and thus regular employment:

- Introduction of a simplified process to declare marginal employment in private households (household cheque procedure).
- Reduction of the tax burden on private households through fixed employer contributions if the household cheque procedure is used.
- Introduction of tax concessions on the costs of household-related employment relationships and services.
- Better provision of information via regular awareness-building campaigns run by the “Minijob-Zentrale” as the central collection agency for mini-jobs (marginal employment).
- Introduction of an internet-based service platform ([www.haushaltsjob-boerse.de](http://www.haushaltsjob-boerse.de)) where providers and users of household-related services can find each other.
- Introduction of an online information portal ([www.hilfe-im-haushalt.de](http://www.hilfe-im-haushalt.de)) giving users easy-to-access information about domestic employment in private households.

## Länder-level examples

In addition to the items listed above, this space is used to report on measures conducted at Länder level in various German states. These include the “Hessischer Lohnatlas” (Hesse Pay Atlas), the Berlin “Gleichstellung gewinnt” (Equality Wins) campaign and the work performed by the “Kompetenzzentren Frau und Beruf” (Competence Centres for Women and Work) in North Rhine-Westphalia (NRW).

### Hesse Pay Atlas

The project “Förderung der Entgeltgleichheit von Frauen und Männern in Hessen” (Promoting Equal Pay for Women and Men in Hesse) was initiated by the Hesse State Government to implement the Federal Government programme for the 19th legislative period, which sets the benchmark of taking initiative to make equal pay for equal work a reality. As part of the project, a “Hessischer Lohnatlas” (Hesse Pay Atlas) was developed and published in August 2017. The Pay Atlas contains a collation of various, freely-accessible or official statistics and other data which describe the pay situation in Hesse, and are framed by data which is aggregated by regions to illustrate the employment situation of women and men, economic and business structures, and the impact of demographic change to explain the pay gap in each district, town and city. The Pay Atlas takes account of women and men in full-time work (as opposed to the annual statistics published on Equal Pay Day on the basis of an income structure survey and which includes all types of employment, including part-time). The Pay Atlas provides transparency on the pay situation in Hesse with data broken down by region and is thus a prerequisite for the development of sub-legislative measures designed to accurately target the differing conditions in Hesse. Noteworthy aspects include infrastructure in relation to childcare and care of dependent relatives. Vocational orientation and career choices for girls and young women are also to be taken into account.

The Pay Atlas is unique throughout Germany as it focuses on the individual regions of Hesse. The data is thus far more granular and better reflects the differing situations in Hesse. Depending on the region

involved, this enables the Hesse State Government to initiate tailored measures to reduce the prevailing pay gap.

#### Competence Centres for Women and Work in North Rhine-Westphalia (NRW)

The NRW and EFRD-funded “Kompetenzzentren Frau und Beruf” (Competence Centres for Women and Work) located in the 16 NRW regions support small and medium-sized enterprises (SMEs) in recruiting women employees, implementing family and life-phase-oriented human resources policy, and promoting women who want to take up management positions. In cooperation with regional industry and business, they conduct supplementary measures for women returning to work, young women academics, migrant women and women with disabilities to improve their chances of employment. Women and businesses benefit jointly from equality in the workplace because it opens up new opportunities on the labour market and boost companies’ competitive stance. This regionally-embedded, NRW-specific support programme is unique throughout Germany.

SMEs’ willingness to recruit and retain women in a targeted way has certainly increased, but in some respects they find it difficult to change ingrained thinking and behaviour patterns in human resources policy. Added to this comes the fact that, particularly in SMEs, knowledge about possible and appropriate measures is often lacking. The challenge faced by the competence centres is to reach these companies with information, communication and company-specific advice. There is also the urgent need for good regional cooperation – especially with business-related institutions and networks.

The actual approach taken by each competence centre is geared to the conditions and circumstances in the region concerned. The “Kompetenzzentren Frau und Beruf” have been funded since 2012. In 2018, following an adjustment to their strategic objective, they were included in a new funding phase which runs until 2022. “Kompetenzzentren Frau und Beruf” are mainly sponsored by business development programmes, industry associations and in larger regions (such as Ost-Westfalen-Lippe and Aachen) also by organisations which promote regional development.

Their success is confirmed by data from the accompanying funding programme audits and reviews. Between autumn 2015 and the end of 2017, the competence centres reached 5,982 SMEs via direct personal contacts (informative consultations, topic-specific workshops and events).

#### Berlin campaign “Equality Wins”

In April 2018, the Berlin Senator for Equality, the Chamber of Industry and Commerce and the Berlin Chamber of Craft Trades launched a three-year campaign for change in corporate culture, “Gleichstellung gewinnt” (“Equality Wins”). The campaign aims to bring about a more open corporate culture that actively embraces equal opportunities for women and men. It is based on the idea that companies themselves benefit, for example from the higher productivity of mixed teams and higher satisfaction and motivation among employees with family-friendly conditions. The campaign charter addresses three equality objectives: flexible working hours, equal pay and women in leadership. Signing the charter is voluntary. High-profile Berlin business owners encourage others to sign, and signatories are publicised on social media. Events are held for them to share ways of implementing the campaign’s aims.

## 7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Maternity/paternity/parental leave or other types of family leave**

#### Parental allowance plus

As outlined in Section 1, Germany introduced parental allowance plus ("Elterngeld Plus") and partnership bonus ("Partnerschaftsbonus") in 2015 – building on the basic parental allowance. By doubling the duration of parental allowance – especially for parents who work part-time – and by granting a bonus for those who simultaneously work between 25 and 30 hours week (thus also sharing childcare responsibilities), parental allowance plus introduced financial incentives that encouraged equal sharing. The instruments also allow more flexibility in reconciling work and family life. The partnership bonus rewards equal sharing of time for work and caring for children by granting an additional four months of the allowance if both parents simultaneously work part-time (25-30 hours per week) over a period of four months. The fact that parents share caring responsibilities to a larger extent when receiving parental allowance plus (compared to basic parental allowance), and share them most equally when receiving the partnership bonus, shows that the instruments are effective in supporting parents in their wishes to share caring more equally. Since the introduction of parental allowance plus (in 2015), the number of parents claiming this new allowance has almost doubled and the number of fathers claiming it has more than tripled.

Basic parental allowance normally replaces 65 percent of a parent's income before the birth, with payments ranging between a minimum €300 and a maximum €1,800. For low-income parents, up to 100 percent of the previous income is replaced. Parental allowance plus ranges from a minimum €150 to a maximum €900 (while its duration is doubled).

Single parents can also claim the two additional partner months and the partnership bonus. Parental allowance helps secure families' livelihood when parents cease or cut back working after the birth of a child. It also ensures that families are better off financially having received it, because parental allowance has enabled mothers to return to work at an earlier stage (particularly those in low-paid jobs).

### **Expanded childcare services**

See the answer to Question 2.

### **Inclusion of unpaid care and domestic work in national statistics and accounting**

See the answer to Question 36.

## **8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

NO.

### **CLUSTER 2: Poverty eradication, social protection and social services**

#### **Critical areas of concern:**

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

## **9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?**

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
- Broadened access to land, housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities



- Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
- Introduced/strengthened low-cost legal services for women living in poverty
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**Note:** In some respects, the answer to Question 9 has already been given in Section 1. Measures to increase women’s participation in working life and to promote balanced reconciliation of family, care and work are described there in detail. The following points are listed in addition to that input.

### **Support for women’s entrepreneurship and business development activities**

The “Female Refugees: Start your own business!” project funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) builds on the findings of the “**MIGRANTINNEN gründen**” mentoring project (2015/2016). The current project runs from 2017 to 2019 and has three phases (1. Orientation and activation, 2. Developing business ideas, planning/preparation and individual coaching and promotion, and 3. Implementing business ideas, market testing). Other project measures include sensitising key decision-makers and facilitators to the needs of refugee women as entrepreneurs, the presence of these women in the (new) media and scientific findings on their special situation and particular needs. (Internet: <https://www.frauenmitfluchterfahrunggruenden.de/>)

Women business starters in rural areas are the focus of the project “**Selbst ist die Frau – Existenzgründung von Frauen im ländlichen Raum**” (Self-Reliant Women – Women-led Startups in Rural Areas) run by the German Association of Rural Women (dlv) and funded by BMFSFJ (2019/2020). Rural women who have experience in starting a business are trained as contact points for women business starters and prospective business starters in rural regions, and establish contacts with the local women entrepreneur community. They also offer workshops at local and district level, and form interfaces to existing informational and advisory services.

(Internet: <https://www.landfrauen.info/themen/gerechte-chancen/artikel/selbst-ist-die-frau/>)

### **Social protection programmes for women and girls**

See the answer to Question 10.

### **Other Measures**

The ESF-Federal Government programme “**Strong Careers – Mothers with a Migration Background Start Out**” (see the answer to Question 2) helps mothers with a migration background to find employment in Germany and improve their options for improved reconciliation of family and work. In

close cooperation with local job centres or the Federal Employment Agency, some 90 contact points country-wide show mothers suitable ways of returning to work. The programme targets refugee mothers who have at least subordinate access to the labour market. So far, the federal programme (2015 – 2022) has assisted 9,000 migrant women in Germany. Around two-thirds of women who have participated in “Strong Careers” have been able to develop employment prospects for themselves (jobs, training, work placements, recognition of existing qualifications) – 37 percent of these women have found jobs subject to statutory social insurance contributions, have become self-employed or are in vocational education and training. (Internet: [www.starkimberuf.de](http://www.starkimberuf.de))

## 10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women’s access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### Social protection for unemployed women

Women and girls in Germany benefit from a wide range of measures related to social insurance protection. One key example is **unemployment insurance**:

- In Germany, unemployment insurance has long contained a provision for continued contribution-free insurance cover for individuals raising a child under three. With the entry into force in August 2016 of the law on unemployment insurance protection and strengthening continuing education (“Arbeitslosenversicherungsschutz- und Weiterbildungsstärkungsgesetz”), these provisions on unemployment insurance when raising a child were expanded. Insurance cover can now be maintained for a period of parental leave taken after a child’s third birthday in the form of voluntary continued insurance in which the claimant pays contributions.
- Also, the Basic Income Support for Job-Seekers provided under Book II of the German Social Code (SGB II) constitutes a tax-financed social security system which is designed to provide fast and comprehensive assistance and self-help support in the event of need for people capable of earning and for children living with them. No distinction is made between women and men.

## Conditional cash transfers

The following cash transfers are mostly claimed by women:

- **Parental allowance:** As already outlined earlier, parents in Germany can receive parental allowance and/or parental allowance plus after the birth of their child. Parental allowance compensates where parents' income is lower because they temporarily work less or cease working after their child's birth (see the answers to Questions 1, 2 and 7).
- **Maintenance advance:** In Germany, single parents who receive no maintenance from the other parent or only receive irregular payments can claim maintenance advance from the state (as outlined in Section 1). Maintenance advance is paid irrespective of the single parent's gender. However, in reality it is mostly single mothers who claim the advance for their children. Statutory provisions on maintenance advance were significantly improved and expanded with effect from 1 July 2017. Since then, the number of children receiving maintenance advance has nearly doubled to over 800,000.
  - Single parents can now receive maintenance advance without restrictions on their entitlement period. The previous maximum period of entitlement of 72 months has been abolished. This provides huge financial relief for single parents.
  - Children aged 12 to 17 can now receive maintenance advance if they themselves are not reliant on basic income support under Book II of the Social Code (SGB II) or if the single parent receiving benefits under SGB II – with the exception of child benefit – has a monthly gross income of at least €600.

Maintenance advance is granted in an amount equal to the minimum maintenance amount – according to the age of the child and less the amount of child benefit for first children, which is currently €194. Since 1 July 2019, the amount granted for children under six has been €150, for children aged six to 11 €202 and for children aged 12 to 17 €272. In addition to child benefit, single parents thus receive financial assistance for their children in the amount of the minimum maintenance payment stipulated under civil law.

- **Carer's allowance:** Employees have the right to take up to ten days off work if they need to organise needs-based care for a close relative in urgent need of care or to secure the provision of care during that time. In cases of short-term absence from work, under Section 2 of the Caregiver Leave Act (PflegeZG), employees are entitled to wage compensation in the form of a care support allowance. This is granted for a period of up to ten working days.

## Social protection schemes to strengthen women's access and benefit levels

### Pensions/old-age provision for individuals with periods of parental and caregiver leave:

- The statutory pension insurance scheme recognises and rewards the services performed by parents. The provisions for recognising child raising periods have been improved in the last five years. Child raising periods were first introduced in 1986 and marked a fundamental social policy improvement for many women. They are recognised independent of a period of employment or the payment of social insurance contributions. Time spent raising a child or children justifies both pension provision and a pension increase, resulting in a pension entitlement in the same amount that would be received based on average income. Child raising periods are credited to the parent who raised the child. The main beneficiaries are women who raised small children in

their early years and either restricted their working hours or interrupted their careers to do so. Fathers may also apply to have their own child raising periods recognised.

- In 2014, the Statutory Pension Benefits Improvement Act (“RV-Leistungsverbesserungsgesetz”) extended child raising periods for mothers and fathers who have raised a child born before 1992 from 12 to 24 months. On 1 January 2019, the Statutory Pension Benefit Improvement and Stabilisation Act (“RV-Leistungsverbesserungs- und Stabilisierungsgesetz”) entered into force, providing for children born before 1992 to be recognised for a further six months, making for a total of 2.5 child raising years. For children born in or after 1992, the child raising period is three years.
- And since 2017, under the Second Act to Strengthen Long-Term Care (PSG II) it is mainly women who now benefit from the newly-structured statutory pension insurance cover for caregivers who provide unpaid care for a dependent relative at home. A prerequisite is that they provide a minimum of 10 hours’ care per week, routinely divided over a minimum of two days per week, to one or more individuals in need of long-term care in at least Care Grade 2. This aligned the statutory pension provisions for insurance cover for people in need of long-term care with the altered (extended) definition of “need of care”.

## 11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women’s access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

People in Germany can rely on the provision of quality medical treatment and care. The statutory health insurance fund (GKV), in which about 90 percent of the German population are members, ensures comprehensive social insurance cover in case of injury or illness. Members receive all necessary medical services irrespective of their financial standing, state of health, gender or age. The age limit for reimbursement of the cost for contraceptives only available on prescription has been raised from 20 to 22.

## **Specific health services for women and girls**

In 2016, the Federal Ministry of Health in conjunction with the Federal Ministry for Economic Cooperation and Development adopted the “Integrated Strategy for HIV, Hepatitis B and C and Other Sexually Transmitted Infections”. Based on its guiding principles, the strategy takes a needs-based, integrated and cross-sectoral approach, focusing on knowledge of diseases, their paths of transmission and improving both protective measures and skills. As a result, infections can be detected early, allowing secondary disease and transmission to be prevented. This involves the provision of needs-based measures for women and girls. Germany thus uses a wide range of awareness and informational tools and prevention measures related to HIV and other sexually transmitted infections which specifically target women and girls.

Chlamydia is the most frequent sexually transmitted disease in Germany. It can have serious consequences, including infertility. Since 2009, women and girls have been offered annual screenings for Chlamydia with follow-on treatment. HPV vaccinations are recommended for girls and boys aged nine to 14.

The number of people in Germany who die from an HIV infection has declined in recent years due to the excellent medical treatment available. At the end of 2018, an estimated 86,000 people with HIV were living in Germany, 20,000 of whom were women. With approximately 550 new infections in 2018, only very few women contract HIV compared with women overall. Since 2008, prenatal care has included the provision of free HIV tests for women. Seventeen mother-child transmissions were reported in 2018.

The Cancer Screening and Registries Act that came into force in 2013 is one of the milestones in the implementation of the German National Cancer Plan. The Cancer Screening and Registries Act creates the legal framework for transferring the existing opportunistic screening programmes for colorectal cancer and cervical cancer into organised quality assured cancer screening programmes. The eligible population will be invited to take part in the organised cancer screening programmes from 1 July 2019 (for colorectal cancer screening: women from 50 years of age onwards) and 1 January 2020 (for cervical cancer screening: women from 20 years of age onwards).

## **Gender-responsiveness training for health service providers**

### Zeitbild Medical “Domestic Violence: Recognition and Assistance”

To improve medical care for women affected by violence, informational material was developed for general practitioners and patients (circulated from 1 December 2015 to 31 December 2017, with reprints from October to December 2018). In many cases, the general practitioner is the first point of contact for injuries caused by violence. Even if hospitals or clinics are visited where severe injuries are involved, victims prefer to visit their family doctor. Doctors often don’t realise that for reasons of shame and fear, the cause of an injury is often described in a way that doesn’t match the injury itself. They are less sensitised to the fact that even psychological or psychosomatic complaints can involve a case of (domestic) violence. With the Zeitbild Medical “Häusliche Gewalt: Erkennen und Helfen” (Domestic Violence: Recognition and Assistance) materials circulated up to 2016, some 5,000 general practitioners in Germany’s large conurbations and around four million patients were reached through multiple use of the 92,000 patient magazines and sensitised to the issue of domestic violence. Due to the high demand

for the materials, the project lifecycle was extended and reprints were circulated in 2018, making for a grand total of 14,700 pamphlets for doctors and 253,000 patient magazines.

## Other measures

### Prevention Act

With the Prevention Act, the statutory health insurance funds were required under the newly inserted Section 2b of Book V of the Social Code (SGB V) to give special consideration to gender-specific circumstances and needs. Under a funding focus on gender-specific differences in healthcare provision, prevention and health promotion, research projects are funded whose results are designed to help reduce gender-based inequalities in healthcare and improve the quality of healthcare provision, preventive healthcare and health promotion services.

### Medical Women on Top

University medicine has yet to achieve real gender balance. Although the number of women doctors has steadily increased over the past 20 years and while non-physician healthcare professions are predominantly performed by women in any case, the majority of top positions in hospitals and clinics, in bodies and professorships are held by men. The “**Medical Women on Top**” study funded by BMFSFJ and conducted between December 2015 and December 2016 showed in 2016 that on average only 10 percent of professorships in medical disciplines in German universities were held by women. As part of the project “**Medical Women on Top II**” (January 2017 to December 2019), the causes for these findings are being studied, the aim being to conduct a detailed analysis of the relationship between structural and organisational conditions, funding structures and other staffing-related, gender-typical career determinants in university medicine from which recommendations on ways to promote equality between male and female doctors are derived. In the course of an **update** to “Medical Women on Top I” (November 2018 – February 2019), a study is currently underway to assess whether participation in medical faculties at German universities has changed for women and if the share of women in top positions in clinical disciplines has increased in the past three years.

## 12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- Taken measures to increase girls’ access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings

- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes/ Access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy**

There is a need for non-partisan engagement on the part of the Federal Government to promote women in STEM professions. In the face of digital transformation, demographic change and the resulting lack of skilled workers, it is important to attract young women to STEM careers and increase the number of women students, especially in computer science and electrical engineering.

With the **National Pact for Women in STEM Careers** and the funding programme **“Erfolg mit MINT – Neue Chancen für Frauen”** (Success in STEM – New Opportunities for Women), the Federal Ministry for Education and Research (BMBF) funds projects to sensitise young women to STEM professions. The National Pact for Women in STEM Careers – “Komm, mach MINT” (Step into STEM) is the only country-wide network initiative that sensitises girls and women to STEM study programmes and (academic) STEM professions and careers. It now comprises a network of more than 300 partners from government and administration, business and industry, science and the media, and uses dialogue on the topic of women and STEM to develop and implement innovative measures.

BMBF together with partners from science, industry and other sectors launched the initiative in 2008 to attract more young women to the future-focused professions in the STEM fields. The Pact entered its third phase in 2014. With the funding programme “Erfolg mit MINT – Neue Chancen für Frauen” launched on 2 October 2015, BMBF supports the objectives set out in the memorandum on the STEM Pact. Priorities include computer science and regional networking of existing informational and work placement programmes for young women. The Pact now also addresses girls and women with migration backgrounds and with disabilities. Fifty-five projects receive funding.

The **“Girls’Day”** and **“Klischeefrei”** measures jointly funded by BMFSFJ and BMBF are referred to in the answer to Questions 2 and 29.

### **Other measures: gender equality in science**

#### Berlin Programme for the Promotion of Equal Opportunities for Women in Research and Teaching

Women continue to be underrepresented in research, teaching and in almost all qualification levels in academic science and the arts, especially where professorships and top positions are concerned.

A fitting example in countering this situation comes from Berlin. The Berlin Senate works with universities to implement targeted measures aimed at achieving equality for women. Since 2001, the Berlin Programme for the Promotion of Equal Opportunities for Women in Research and Teaching (BCP) has formed a key component of equality policy in higher education and is embedded in a system of statutory provisions and measures for tertiary education policy management and control. A key element of the success achieved with the BCP is its flexible funding instruments, which respect both the autonomy and specific needs of universities and their faculties, and are regularly aligned to new findings and conditions. The programme combines in a special way the promotion of training and qualifications for women scientists and artists, with measures to stabilise their career paths and permanently dismantle the structural barriers that stand in their way. One focus area in BCP funding involves the integration of the gender dimension in discourse in the various faculties as an important basis for quality research and forward-looking teaching. The funding instruments range from early succession appointments, limited-term professorships and innovative projects to differentiated university-specific measures. Further information about the programme can be obtained from the BCP office.

(<https://www.hu-berlin.de/de/einrichtungen-organisation/leitung/praesidialbereich/pb3/chancen>)

### CLUSTER 3: Freedom from violence, stigma and stereotypes

#### **Critical areas of concern:**

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

### 13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- Female genital mutilation
- Other harmful practices
- Trafficking in women and girls
- Other



## Intimate partner violence/domestic violence, including sexual violence and marital rape

As explained in Section 1, combating violence against women and girls is a focal point of women's and gender equality policy in Germany. The answers given to Questions 1 and 2 reported that the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) entered into force in Germany on 1 February 2018. By ratifying the Convention, Germany demonstrates compliance with its requirements and provisions. The Coalition Agreement covering the 19th legislative period provides for measures which, based on the obligations arising from the Istanbul Convention, are especially designed to aid the Länder and local authorities in the further development of their help and support systems for women victims of violence and their children. These feature the development of a Federal Government action programme, including the appointment of a round table comprising Federal Government, Länder and municipal authority representatives, and a federal funding programme to be launched at the beginning of 2019.

## Child, early and forced marriages

- Early marriage can be detrimental to a minor's welfare and their development opportunities. With the **Act to Combat Child Marriage** ("Gesetz zur Bekämpfung von Kinderehen") of 17 July 2017, which entered into force on 22 July 2017, in the interest of child welfare the minimum age for marriage under German law was set to 18 *with no exceptions*. A marriage entered into in violation of the minimum age provisions can be annulled if a spouse was 16 years old at the time of marriage. Annulment is weighed on a case-by-case basis. A marriage in which a spouse was under 16 at the time of marriage is automatically annulled and declared void. These provisions also apply to under-age marriages entered into in other countries. With this ban on child marriage, minors' rights to self-determination are strengthened and access to education and vocational education and training is simplified and improved – especially for girls. These are key aspects in promoting integration and social participation. Following a request from the Federal Supreme Court, the Federal Constitutional Court is currently reviewing the Act to assess if it conforms with the German Basic Law. A decision is still pending.
- Because national measures alone are not enough when dealing with global issues of this kind, the German Bundestag also adopted a resolution calling for the Federal Government to work to combat child marriages at international level and, working with international organisations, to raise the legal age of consent to marriage globally and to ensure that child marriages are proscribed by law. The then Federal Minister for Justice and Consumer Protection forwarded the resolution to members of the Federal Government asking them to take note of its contents.
- Protection and counselling is provided to victims of **forced marriage** via the Violence Against Women helpline and by the many local-level women's shelters, safe houses and specialised counselling centres. An overview for the 16 German Länder is available at: <https://www.zwangsheirat.de/index.php/beratung> (for local counselling centres).
- In July 2018, BMFSFJ in cooperation with TERRE DES FEMMES published the new version of "**Zwangsverheiratung bekämpfen – Betroffene wirksam schützen**" (Combating Forced Marriage – Effective Protection for Victims), a handout for child and youth welfare services. The handout addresses mainly child and youth welfare specialists, but also other specialists and institutions involved with this issue.

- Also, under the Federal Programme “Live Democracy!” measures for the prevention of forced marriage are funded as part of efforts to prevent radicalisation. These involve pilot projects that test approaches to empower victims of honour-related violence and also pilot projects that address parents of and other adult persons of trust for adolescents from patriarchal family relationships. The aim is to contribute to values-based discourse within the families concerned and to support both adolescents and their parents in dealing with and choosing between the differing social demands on the environment in which they live.

### Female genital mutilation (FGM)

- The Federal-Länder-NGO Working Group to Combat Female Genital Mutilation in Germany meets on a regular basis. Based on the Group’s recommendations, the Federal Government funded an empirical study on female genital mutilation in Germany and conducted the first-ever survey on women at risk of FGM and women victims of FGM in Germany.
- From October 2017 to December 2018, the BMFSFJ funded the project “Aktiv gegen weibliche Genitalverstümmelung in Flüchtlingseinrichtungen” (Active against FGM in Refugee Accommodation Centres) which for the most part informs women and girls about the health-related and legal aspects of FGM.
- On 15 July 2017, a change in German passport law entered into force which provides for a passport to be confiscated in cases of imminent threat of genital mutilation outside Germany (known as holiday circumcision).
- German development cooperation also addresses FGM and in 2019 launched a new regional project to terminate FGM in East Africa.

### Trafficking in women and girls

- On European Day against Trafficking in Human Beings on 18 October 2018, BMFSFJ published the **Federal cooperation concept “Protection and help in cases of trafficking in and exploitation of children”**. This concept was jointly developed by BMFSFJ and ECPAT Deutschland e.V. with input from experts and practitioners. The Federal cooperation concept is designed as a nation-wide set of recommendations for the development of a new cooperation mechanism or for use in expanding existing Länder-level cooperation mechanisms. The cooperation strategy contains action-oriented measures and recommendations for organisational and communicative structures which enable ongoing, person-independent cooperation and collaboration at local level. The Federal cooperation concept is available at <https://www.bmfsfj.de/bmfsfj/schutz-und-hilfen-bei-handel-mit-und-ausbeutung-von-kindern/129882>.
- With the **Act to Improve Action Against Human Trafficking** and to Amend the Federal Central Criminal Register Act and Book VIII of the Social Code (“Gesetz zur Verbesserung der Bekämpfung des Menschenhandels und zur Änderung des Bundeszentralregistergesetzes sowie des Achten Buches Sozialgesetzbuch”), which entered into force on 15 October 2016, Germany revised the penal provisions concerning human trafficking.

Under the Act, criminal liability for human trafficking not only covers human trafficking for the purpose of exploitation by way of him or her engaging in prostitution or performing sexual acts and moreover forced prostitution. In addition, it has been extended to cover cases of human trafficking for the purposes of forced criminal activity, forced begging and organ removal. Furthermore, the offences of labour exploitation and exploitation by means of unlawful imprisonment were reinserted.

The Act to Improve Action Against Human Trafficking also contains a provision on the prosecution of "clients" of sexual services performed by victims of human trafficking where the exploitation of a victim's predicament for sex is a criminal offence. In cases where the prosecutable "client" voluntarily reports a case of human trafficking or of forced prostitution to the responsible authorities or voluntarily facilitates such a report, the provision provides for personal exemption from prosecution.

- To improve working conditions in legal prostitution and to protect people working in that field from exploitation, forced prostitution and human trafficking, the German Bundestag approved the **Act on Regulating the Business of Prostitution and Protecting Persons Working in Prostitution** on 1 July 2016. The Act, which for the first time provides provisions to regulate prostitution, entered into force on 1 July 2017.

#### 14. What actions has your country prioritized in the last five years to address violence against women and girls?

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

## **Measures to increase women's access to justice**

Germany has further improved women's access to justice. With the Third Act to Reform the Victim Protection Act of 21 December 2015 (BGBl. I S. 2525), from 2017 under Section 406g of the German Code of Criminal Procedure (StPO) victims of specific offences are entitled to receive psychosocial support during criminal proceedings. Psychosocial support is a particularly intensive form of non-legal support prior to, during and after the main court hearing and comprises professional care, the provision of information and support during criminal proceedings. It can significantly reduce the pressures experienced by victims during such proceedings. When creating the provisions for psychosocial support in criminal proceedings, particular consideration was given to the needs of children and adolescents, but women victims – of sexual violence, for example – can also benefit. Child and adolescent victims of serious violence and sexual offences (persons as described in Section 397a (1) items 4 and 5 StPO) have a legal entitlement to free psychosocial support during criminal proceedings. Adult victims of serious violence or sexual offences (persons described in Section 397a (1) items 1 and 3 StPO) or family members of a person killed by an unlawful act (persons described in Section 397a (2) item 2 StPO) may also receive free psychosocial support during criminal proceedings if the court considers it necessary in the specific case concerned.

## **Violence against women laws, their enforcement and implementation**

With the 50th Act to Amend the Criminal Code to Improve the Protection of Sexual Self-Determination ("50. Gesetz zur Änderung des Strafgesetzbuches - Verbesserung des Schutzes der sexuellen Selbstbestimmung") of 4 November 2016, the German legislature made a significant contribution to combating the sexual assault of women – and men. Pursuant to Section 177(1) of the Criminal Code ("Strafgesetzbuch", StGB), any sexual activity engaged in against the discernible will of another person is now a criminal offence. Section 177(2) StGB applies to cases where the victim is unable to form or express his or her own will, or where expressed consent is not valid (e.g. because of a threat). Furthermore, in Section 184i StGB, the legislature has created the criminal offence of sexual harassment. According to those provisions, whosoever touches another person in a sexual manner and thereby harasses that person will be criminally liable. Finally, under the new Section 184j StGB, a further criminal offence has been created that aims to combat certain sexual offences committed as part of a group. The provisions came into force on 10 November 2016.

## **Monitoring and evaluation of impact**

As explained in the answer to Question 2, since 2011 statistics on cases of domestic violence or violence in intimate partner relationships have been collated in the Police Crime Statistics (PKS).

## **Services for survivors of violence**

It is important that the existing structures in the help and support system are maintained and further enhanced. To cite an example from **North Rhine-Westphalia (NRW)**: In October 2018, an agreement was signed with the regional working group of the German Association of the Public Welfare Services of NRW and the regional working group of the Autonomous Women's Shelters of NRW in which targets were set to safeguard and secure the availability of the work performed by women's shelters in NRW in

the future. It was agreed that for the network of women's shelters funded by the NRW State Government, a solid and sustainable funding programme must be secured and shelter capacities increased. The parties also agreed to intensify networking between walk-in help and support organisations and women's shelters. This significantly improves the situation for women victims of violence in North Rhine-Westphalia.

## 15. What strategies has your country used in the last five years to prevent violence against women and girls?

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- Public awareness raising and changing of attitudes and behaviours
- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

### Perpetrator programmes

The Federal Government believes that in cases of domestic violence, work with perpetrators – especially when performed in inter-institutional cooperation alliances – can form a key component of efforts to prevent a repeat offence. Work with perpetrators has gained in importance, especially since the entry into force of the “Gesetz zur Stärkung der Täterverantwortung” (Act to Strengthen Perpetrator Responsibility) on 1 March 2013. The Act contains provisions to improve and expand opportunities to assign perpetrators, either via public prosecutors' instructions or court orders, to official perpetrator programmes as part of the investigation and criminal proceedings. Perpetrator courses can thus last as long as a year.

A major stakeholder in perpetrator work in Germany is the “Bundesarbeitsgemeinschaft Täterarbeit Häusliche Gewalt e.V.” (BAG TäHG) (National Working Group on Work with Perpetrators of Domestic Violence), an inter-institutional, intercultural umbrella association for organisations offering programmes for perpetrators of domestic violence in Germany. These work in inter-institutional cooperation alliances, probationary services, youth welfare services and counselling centres. Member organisations have agreed to comply with the BAG standards for perpetrator work. The BAG TäGH is a member of the Federal-Länder Working Group on Domestic Violence.

The Federal Government often funds BAG TäHG projects with the aim of promoting nationwide harmonisation of quality standards for perpetrator programmes and work – for example, through the development and implementation of a process for initial diagnostics, documentation and outcome surveys which are to be used by as many organisations offering perpetrator programmes as possible.

## Representation of women and girls in the media

Approaches to change the way women and girls are portrayed in the media are outlined in answer to Question 17.

### 16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- Worked with technology providers to set and adhere to good business practices
- Other

### Awareness raising initiatives targeting the general public and young women and men in educational settings

Basically, a distinction has to be made between the digitalisation of violence in personal relationships where the attacker of the person concerned is personally known and attacks in the public digital space in which the perpetrators act anonymously. The different forms of attacks require different concepts for support.

The project “Active Against Digital Violence” focuses its activities on the qualification of the women's support system and on the protection of women and girls as victims. The project promoter, “Bundesverband der Frauenberatungsstellen und Frauennotrufe (bff)” (federal association of rape crisis centres and women’s counselling centres), plans to take action in the following areas:

- Information on harassment, coercion, stalking in the close digital social environment
- Information on harassment, coercion, discrimination in the public digital space
- Qualification of the support system
- Strengthening legal compliance
- Strengthening networking, skills of the specialist public, increased communication via digital violence

The project is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ). Term: January 2017 until December 2021. Further information:

[\(https://www.aktiv-gegen-digitale-gewalt.de/de/\)](https://www.aktiv-gegen-digitale-gewalt.de/de/)

## 17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

*Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Participation and leadership of women in the media**

The “**ProQuote Medien**” initiative advocates gender equality in media, particularly in print and TV editorial offices of opinion-forming daily, weekly and monthly magazines. “ProQuote Medien” activities aim to improve equal opportunities in appointments to top journalism positions and equal participation of women and men with regard to decision-making authority, ability to influence and income opportunities. For example, with funding from BMFSFJ, the study “Welchen Anteil haben Frauen an der publizistischen Macht in Deutschland? Teil I: Rundfunk” (Women’s Share of Journalistic and Publishing Power in Germany. Part I: Broadcasting) was published in November 2018. A further study on print and on-line media is planned.

The “**Regisseurinneninitiative ProQuote Regie**” (Director’s Initiative ProQuote Directors) was expanded in 2017 during a network meeting held at BMFSFJ on “**ProQuote Film**”. The initiative now represents nine unions from the filmmaking industry. BMFSFJ funded the international congress “Bridging the Gap – Strategien und Wege für mehr Gendergerechtigkeit und Diversität in der deutschen Film- und Medienbranche” (Strategies and Paths to More Gender Equality and Diversity in the German Film and Media Industry) held in October 2018. In addition to press and public relations work, a project-related social media campaign forms the core of the work performed by “ProQuote Film” with the aim of sparking a cultural movement from the activities led by the industry itself.

### **Consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media**

The monitoring project on sexist advertising in Germany conducted by the **Pinkstinks initiative** – funded by BMFSFJ from July 2017 to June 2019 – serves in gathering information on the prevalence and

distribution of sexist advertising and contains measures to eliminate sexist advertising in the media (advertisement, video clips, print and online). To combat sexist advertising, citizens can use an online form to send examples (say via their smartphone) of inappropriate advertising to Pinkstinks, complete with a photo, details of where they saw it and their reason for complaint ([www.werbemelder.in](http://www.werbemelder.in)). Pinkstinks then reviews the complaints and adds them to a map of Germany displayed on its own website. There, users can read where and by whom the advertisement was placed together with information regarding whether:

- Pinkstinks classifies the advertisement as sexist
- Talks will be held or the local press or equality representatives will be involved
- The advertisement has been withdrawn by the company concerned.

With the planned monitoring project, Pinkstinks wants to respond effectively and quickly to exclusionary and discriminatory advertising. The project comprises additional measures such as the development of educational programmes, for example to sensitise local advertising agencies to the topic of sexist advertising. (Link: [www.werbemelder.in](http://www.werbemelder.in))

## 18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES.

*If YES, please list them and provide up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

YES.

### Women refugees

As already explained in Section 1, protecting women against violence has been a focal point of German women's and equality policy in the reporting period. A wide range of measures have been implemented to protect women refugees.

As part of its **gender equality policy strategy to protect and integrate women refugees and their children**, BMFSFJ has introduced a range of measures to improve protection for women and (their) children, and to promote integration of women refugees. With this strategy, both the Länder and local authorities receive assistance in providing protection and integration for women refugees and (their) children who live in refugee accommodation centres and have experienced violence.

In 2016, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) together with UNICEF and other partners launched the Federal Initiative to Protect Refugees in Refugee Accommodation Centres. Using the findings of their work, the members of the Initiative published the first ever nationwide **Minimum Standards for the Protection of Children, Adolescents and Women in**



**Refugee Accommodation Centres** in Germany in July 2016. The minimum standards were revised and enhanced in 2017 and 2018. In those revisions, the various partners took efforts to focus in particular on the differing groups in need of protection, such as children, adolescents and women. The new title – **Minimum Standards for the Protection of Refugees in Refugee Accommodation Centres** – reflects the inclusion of other groups and takes account of multiple forms of discrimination and protection needs. The aim of the minimum standards is to secure protection and support for all refugees in such centres. This applies in particular to groups who are in need of protection due to their age, gender, sexual orientation or gender identity, disabilities, religion, ethnic, national or social origin, political beliefs, status of health or another status. To test the minimum standards in practice, BMFSFJ created 100 anti-violence coordinator places in refugee accommodation centres by the end of 2018. It also plans to have an anti-violence service centre in place by 2020 to accompany the work of the federal initiative, answer practitioners' questions regarding implementation of the protection programme and coordinate both networking and exchange between BMFSFJ and the participating organisations, particularly the Federal Association of Non-statutory Welfare (BAGFW) and the Länder and local authorities responsible for the housing and welfare of refugees.

The Federal Government, represented by the Federal Ministry of the Interior, Building and Community, signs administrative agreements with interested Länder – on the basis of a specimen agreement on the establishment and operation of reception, decision-making and return centres, known as “AnKER-Zentren” after their German acronym – including stipulations on a facility-specific protection policy that meets the minimum standards for the protection of refugees in refugee accommodation. Fundamental responsibility for the accommodation of asylum seekers and applicants remains with the Länder concerned. The stipulations of the so-called Reception Conditions Directive (Directive 2013/33/EU) must also be complied with in the establishment and operation of reception centres.

Another focus area of the gender equality policy strategy involves informational and awareness-building measures to inform women and girls in refugee accommodation centres about their rights and the existing counselling and protection programmes available in Germany. A major contribution in this regard is made by the nationwide “Violence Against Women” helpline and the national coordination centres to combat violence and human trafficking.

Since 2015, the Federal Integration Commissioner has funded both voluntary projects and projects to promote women refugees and people in need of protection. In addition to the provision of anti-violence programmes, women refugees are informed about available counselling and support services and about their rights. The measures on offer take a low-threshold approach to simplify access for those in need. Publications were also produced and facilitator training funded. The informational and educational measures were further developed and enhanced to enable the inclusion of men. Additional information is available under:

<https://www.integrationsbeauftragte.de/ib-de/themen/projekte-und-forschung/projekte/ueberblick-projektfoerderung-1558400>

At **Länder** level, key measures are implemented to protect women refugees. Berlin's help and support system for women victims of violence and to protect women refugees (“**Berliner Hilfesystem für gewaltbetroffene Frauen und zum Gewaltschutz für geflüchtete Frauen**”) is a fitting example. The help and support system for women victims of violence currently offers comprehensive protection and counselling in six women's shelters, 45 safe houses/apartments and 46 second-level houses/apartments. As of 1 January 2018, women's shelters have a combined total of 301 places for women and their children. With the BIG hotline, Berlin operates a helpline that women who have experienced violence

can call right away and receive information and help there and then without the need for red tape. Victims of domestic violence, sexualised violence and cyber violence can approach specialised counselling centres. They can also seek help and support from many of the women's projects in place throughout Berlin.

To support women refugees in Berlin, the Berlin Senate adopted its Master Plan on Integration and Safety in May 2015, which covers welfare support and integration of refugees. The Master Plan contains, among other things, a 7-point-plan with the following measures for the welfare and protection of women travelling alone and/or women victims of violence:

- Develop guidelines for rapid identification of refugees in need of protection – e.g. women travelling alone and/or women victims of violence – to provide them with adequate care and support in the fastest possible way.  
(<https://www.berlin.de/lb/intmig/veroeffentlichungen/gefluechtete/>)
- Create housing options solely for women and their children; currently Berlin has two centres which are exclusively used for women and their children and have a combined capacity of around 400 places.
- Revision of contracts, agreements and standards for the operation of a refugee accommodation centre, taking gender-specific and anti-violence aspects into account.
- Develop an action plan for crisis intervention in violent situations.  
([http://www.berlin.de/sen/lads/assets/schwerpunkte/lbtti/materialien/flucht/handreichung-gewaltschutz\\_bf.pdf](http://www.berlin.de/sen/lads/assets/schwerpunkte/lbtti/materialien/flucht/handreichung-gewaltschutz_bf.pdf))
- Provide information for women about their rights and available support services. For this purpose, informational material on domestic and sexualised violence is available in 22 languages (including Arabic and Persian).
- Build awareness to gender-specific needs: Further education and training for refugee centre staff and other professional groups.
- Improve counselling and support services for women refugees. This includes the creation of second-level houses/apartments for women refugees, of an interpreter/translator pool for anti-violence projects and a mobile, low-threshold counselling service on (women's) health and violence in refugee accommodation.

## **Women with disabilities**

Building on the results of the pilot project "Women's Representatives in Homes and Workshops for People with Disabilities" (October 2008 to May 2011), BMFSFJ has been funding the project "Federal Network for Women's Representatives in Institutions" (as mentioned in Section 1). The project is implemented by "Weibernetz e.V." – a self-help organization advocating, among other things, the elimination of violence against women with disabilities. The idea is to install women's representatives in institutions in order to empower women with disabilities and at the same time prevent violence against women in institutions. Over 70 new women's representatives took up their work in institutions throughout the country in October 2016. The project thus fulfils the legislative mandate of the "Workshop Participation Order", which entered into force on 30 December 2016 and establishes women's representatives in institutions for people with disabilities and supports the work of those already in place.

## CLUSTER 4: Participation, accountability and gender-responsive institutions

### **Critical areas of concern:**

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

### **19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?**

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Capacity building, skills development and other measures/Opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**

In late 2018 and early 2019, Germany marked 100 years of women's suffrage. The **100th Anniversary of Women's Right to Vote** was used to promote debate on the topic of women's participation in politics. In collaboration with the European Academy for Women in Politics and Business (EAF), BMFSFJ conducted the 100th Anniversary of Women's Right to Vote campaign in cooperation with the German Women Lawyers Association (djv) and with national and regional activities. At the forefront of the campaign was a ceremony held on 12 November 2018 in the German Historical Museum in Berlin attended by Federal Chancellor Merkel, the Federal Minister for Women's Affairs and 450 guests from the gender equality policy arena.

The **Helene Weber Kolleg (HWK)** is the first national, cross-party platform for engaged women in politics. With regard to the present debate, the HWK works to get more women into leadership and decision-making positions – not just in business, but also in politics.

HWK's key goals and objectives are:

- Getting more women into (local) politics
- Improving political career opportunities for women
- Promoting exchange and cooperation between women in (local) politics through the creation of strong networks, including at international level

The **Helene Weber Award** recognises local women politicians and was first awarded in 2009. The HWK is supported by former winners of the Helene Weber Award from the years 2009, 2011 and 2015. They serve as role models and play an active role as facilitators in a wide range of activities in their respective regions (mentoring programmes, workshops, travelling exhibition on “The Mothers of German Basic Law”). In 2016, the first “Kommunal Campus” (local campus) was formed – with local women politicians from across Germany coming together to learn from each other and exchange experience and ideas on the topic of local politics. Network meetings of former prize winners are held on a regular basis. The second “Kommunal Campus” was held in October 2017. The Helene Weber Kolleg receives specialist support from the EAF. Both the Helene Weber Award and the Kolleg are funded by BMFSFJ.

### **Reform of constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets**

In **Brandenburg** a **Law on Parity** was adopted at the start of the year. As in other Länder parliaments, in the Brandenburg State Parliament, women – when looked at in terms of their share in the population eligible to vote – are under-represented compared with men. This is caused by the nomination process used by the parties and independent voter groups who list only few women candidates in the lead up to elections. Against this backdrop, the Brandenburg State Government was requested by a State Parliament resolution of 8 March 2018 to put forward a proposal as to how Brandenburg's electoral legislation could be changed to promote women's access to politics and strengthen their political standing. At the same time, a range of initiatives were launched by women and gender equality policy stakeholders from policymaking, civil society and women's associations calling for equal representation in the Brandenburg State Parliament and a broad-based discussion process.

On 31 January 2019, the Brandenburg State Parliament became the first German parliament to adopt parity legislation: The **Act on Inclusive Parity** (“Inklusives Parité-Gesetz” – Third Act Amending the Brandenburg Act on State Elections). With effect from 2024, Brandenburg's parliament must comprise an equal number of women and men. Under the Act, women and men will in future be given equal consideration when drawing up the state list of electoral candidates. When drawing up the lists, equal representation is prescribed by alternate listing of women and men.

**20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field
- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

**Support to women's media networks and organizations**

See the answer to Question 17.

**21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

NO.

***If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?***

*Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender-responsive.*

**22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

YES.

***If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.***

The Federal Ministry for Economic Cooperation and Development (BMZ) tracks the proportion of ODA for gender equality by applying the OECD-DAC gender marker on all bilateral projects. Statistics can be found on the official OECD Data website. BMZ also has an internal system with which the figures for ODA for gender equality can be tracked.

The latest OECD-DAC Gendernet statistics state that 40 percent of all ODA reported in 2016 was gender focused (G1 or G2). The charts show a continuous increase in volume for G1 and G2 projects and a slight increase in the proportion of ODA focused on gender equality in the last available statistics.

### **23. Does your country have a valid national strategy or action plan for gender equality?**

YES.

Germany has a national strategic policy frame for gender equality, consisting of:

- A periodic Gender Equality Report of the Federal Government
- A broad range of measures against gender gaps in employment, pay, pension and work-life-balance
- Methods of evaluation and monitoring either in specific laws or at a glance
- Involving civil society in shaping politics for gender equality.

In addition:

- The current coalition agreement stipulates the development of an overarching Gender Equality Strategy. The coalition agreement states: "For us, actual equality between men and women, promotion of a family friendly environment, the values of the Basic Law and the international agreements we have ratified are a commitment that run through all governmental work. [...] We want to dismantle remaining structural barriers and will develop an inter-ministerial gender equality strategy and implement it with an action plan." This strategy will be based on a paper with policy goals and measures to achieve the goals, and a series of events is planned to discuss this paper.
- The Third Gender Equality Report of the Federal Government will look at the implications of the digital economy for gender equality.
- Our Guidelines for Gender Mainstreaming Regulatory Impact Assessment will be revised.

***If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.***

Continuous process with different funding over time (e.g. approximately €2 million for the Second Gender Equality Report from 2015 to 2018).

***If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?***

YES.

In addition, a number of **German Länder** have adopted framework gender equality policy programmes, among them Berlin, Hamburg and Brandenburg. The Senate of the Free and Hanseatic City of Hamburg's framework gender policy programme ("**Gleichstellungspolitische Rahmenprogramm GPR des Senats der Freien und Hansestadt Hamburg**") is cited here by way of example.

The first framework gender equality policy programme of the Senate of the Free and Hanseatic City of Hamburg (GPR) was adopted as an integrated strategy in 2013. The aim was to make gender equality a social reform project and enable equal participation for all in all areas of life. The measures contained in the framework policy programme cover many and varied policy areas, and reflect the diverse facets of Hamburg's gender equality policy. They also provide for policy evaluation and continuation. On the whole, the evaluation report has shown that the programme has enabled progress in many areas of gender equality policy in Hamburg.

For the first continuation period in 2017, the Hamburg Senate set gender equality policy goals for all policy areas, programmes and strategies. In addition, new cross-sectoral policy areas were taken into account, such as the Sustainable Development Strategy and the Digital Agenda. With the GPR 2017, a modified framework and working paper were created to promote and stabilise the processes used in achieving equality between women and men. The gender equality policy principles and guidelines of the Hamburg Senate were adopted and specific measures for differing phases of life and areas of life were added to take account of current political and social events. Areas of responsibility, timelines and evaluation requirements were also set out. In the continuation period, particular focus was placed on the opportunity to monitor success and perform interim evaluations. The framework programme thus forms the basis for long-term, cross-departmental processes to analyse the gender equality policy challenges in all areas of life and, in relation to departmental mandates, evaluate the effectiveness of measures taken and initiate further action based on the experience gained so far. Continuation of the framework programme thus serves in stabilising Hamburg's gender equality policy for the longer term and in many areas forms an interface with the requirements of the UN Agenda 2030.

#### **24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?**

YES, at least in an overarching manner on the basis of the German Gender Mainstreaming approaches, since CEDAW and the international human rights treaties form a binding and important pillar to help achieve actual gender equality in all spheres.

***If YES, please provide some highlights of the action plans and timeline for implementation.***

Germany does not have a stand-alone, action plan with a timeline solely for the implementation of CEDAW or other human rights recommendations. Recommendations are not legally binding but are to be considered by the respective State Party. However, Germany, as a State Party to the human-rights mechanisms mentioned, considers and examines the recommendations and integrates the ratified provisions on gender equality and anti-discrimination as part of its cross-cutting gender mainstreaming approach, which is enshrined as a guiding principle in the rules of procedure of the Federal Government, into all its policy work-flows.

This means that CEDAW and the international women's rights framework are taken into continuous account in all stages of policy making and implementation of national measures and legislative initiatives. For example, the provisions of the UN human rights treaties played a crucial role in developing, drafting and implementing national action plans and programmes, such as the Second National Action Plan (2017-2020) on the implementation of Security Council Resolution 1325 on women, peace and security, the National Action Plan on the Convention on the Rights of Persons with Disabilities (2016), the National Action Plan on business and human rights (2016) and the Development Policy Action Plan on Gender Equality 2016-2020 (GAP II). The Cross-sectoral Strategy on Gender Equality in German Development Policy (adopted in 2014) also explicitly refers to CEDAW and other human rights treaties as its guiding documents.

During the periodic state reporting cycles, Germany also engages in ongoing dialogue with civil society and human rights organizations on the current state of implementation of recommendations.

As described in answer to Question 23, the current Coalition Agreement stipulates the development of an overarching Gender Equality Strategy during this legislative period (present-2021). This strategy is based on Germany's international gender equality obligations, which consequently will play an important part in the strategy's design and implementation.

Another example of Germany's approach to incorporate CEDAW and international human rights obligations into national implementation processes on all levels, are activities to make the CEDAW Convention and the recommendations of the CEDAW Committee better known to administrators as well as the wider public in Germany. In order to achieve this and thus to facilitate implementation in Germany, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ), which coordinates the CEDAW implementation process within the Federal Government, has translated the text of the CEDAW Convention as well as the Committee's General Recommendations and Concluding Observations to Germany (most recently in 2017) into German and is promoting distribution of that translation on all levels. For 2019, BMFSFJ is also planning a new, updated version of its CEDAW brochure and will publish it on the occasion of the 40th anniversary of CEDAW.

## **25. Is there a national human rights institution in your country?**

YES.

***If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?***

YES.

***If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)***



## **Combating violence against women and girls and human trafficking, especially trafficking in women**

The **German Institute for Human Rights (GIHR)** drafted a study on the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), including recommendations for its implementation. The study addresses an expert audience, including members of parliament, civil servants (federal and regional ministries), coordinating bodies at both federal and regional level and organizations/institutions providing counselling and support services. On 1 February 2019, the first anniversary of the entry into force of the Istanbul Convention in Germany, the GIHR held a one-day expert conference on remaining challenges for its implementation. The conference was hosted jointly with the djb (German Association of Female Lawyers) and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. For more on implementation of the Istanbul Convention in Germany, see also the answers to Questions 1, 2 and 13.

The GIHR is working on a human rights-based approach to dealing with human trafficking, with particular focus on trafficking in women. It carried out a study on Germany's implementation of pertinent OSCE recommendations, presented a stock-taking of the measures taken, and developed proposals for an effective structure of coordination and monitoring.

## **Female refugees**

The GIHR has worked on the issue of protection against gender-based violence in refugee shelters. In 2015, when German authorities had to deal with a large number of refugees entering Germany over a very short period of time, the GIHR, using its monitoring and advisory function, conducted a study on the State's duties with regard to providing effective protection against gender-based violence in refugee shelters. The study analysed the current situation and legal framework(s) and provided recommendations to the authorities. The GIHR also presented its findings in its annual report to the German parliament on the human rights situation in Germany (2015/2016) as well as in a parliamentary hearing at regional level and furthered exchange with practitioners and government representatives in a panel discussion organized jointly with the Federal Commissioner for Migration, Refugees and Integration.

## **Promoting dialogue on implementation of CEDAW and other human rights treaties**

The GIHR is promoting the implementation of CEDAW and other human rights conventions focusing on gender equality and engages in a continuous dialogue process with civil society, academia as well as the Federal Government. As a recent example, in May 2019, the GIHR hosted a public panel and discussion on the current state of women's rights and Germany's implementation of the UN Treaty gender equality recommendations on the occasion of the 40th anniversary of CEDAW.

## CLUSTER 5: Peaceful and inclusive societies

### **Critical areas of concern:**

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

### **26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

In the past five years (2015 – 2019), Germany has continued implementation of its first National Action Plan (2013 – 2016) and developed its second “**Action Plan of the Federal Government on the Implementation of United National Security Council Resolution 1325 on Women, Peace and Security for the Period 2017 – 2020**”. The Action Plan has the following five priorities:

- Systematically integrating a gender perspective into the prevention of conflicts, crises and violence
- Expanding the participation and strengthening the leadership role of women in all phases and at all levels of conflict prevention and resolution, stabilization, peacebuilding and reconstruction as well as post-conflict rehabilitation and peacebuilding
- Analysing and taking into account the concerns and interests of women and girls in development, peace, security policy and humanitarian measures
- Improving protection from sexual and gender-specific violence at the national and international level, and working against the impunity of perpetrators

- Strengthening the Women, Peace and Security agenda and promoting it at the national, regional and international level.

The Action Plan 2017 – 2020 also serves the Federal Government’s implementation of the 2030 Agenda for Sustainable Development and affirms the Federal Government’s support for advancing peace and transformation processes more effectively and continuing to foster their inclusivity.

The creation and implementation of the Action Plan 2017 – 2020 is the responsibility of the entire Federal Government. It provides the necessary staff and financial resources, and at the end of the term of the Action Plan 2017 – 2020, reports on progress and outcomes in an implementation report to the German Bundestag. The inclusion of civil society in the development and implementation of measures is one of the key principles of the Action Plan.

The implementation of the Action Plan 2017 – 2020 is subject to monitoring, through which the progress and outcomes relating to the Action Plan’s goals and content can be tracked. Monitoring and evaluation generally lie within the responsibility of the respective government department. They are developing suitable instruments best attuned to their areas of operation. Also, gender aspects will be taken into account in strategic evaluation projects.

The Action Plan 2017 – 2020 is closely interconnected with other strategies and projects of the Federal Government. These include the White Paper on German Security Policy and the Future of the “Bundeswehr” (Federal Armed Forces) as well as the Federal Ministry for Economic Cooperation and Development’s Strategy Paper on Development for Peace and Security and the Development Policy Action Plan on Gender Equality 2016 – 2020. Internationally, the Action Plan 2017 - 2020 corresponds, among other things, with the processes of implementing resolution 1325 in the EU, NATO, the OSCE and the UN.

In June 2017, the Federal Government adopted its “Guidelines on Preventing Crises, Resolving Conflicts, Building Peace”. These provide the strategic framework for Germany’s political engagement with areas of conflict and fragility. UNSCR 1325 is part of its frame of reference and is regarded as a cross-cutting task for Germany’s crisis engagement. The guidelines complement the White Paper on Security Policy and are supplemented by the 2017 Development Policy Report of the Federal Government, which describes the full breadth of development activities relevant to crisis prevention, conflict resolution and peacebuilding.

**27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

- Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- Integrated a gender perspective in the prevention and resolution of armed or other conflict

- Integrated a gender perspective in humanitarian action and crisis response
- Protected civil society spaces and women's human rights defenders
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Integration of a gender perspective in humanitarian action and crisis response/ Promotion of equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level**

As the second largest bilateral donor in humanitarian assistance, Germany is committed to ensuring that funds are used in a meaningful and effective way. We consider gender mainstreaming an integral part of our efforts to deliver needs-based assistance. To this end, Germany has developed a “gender-age-disability marker”, a tool to help Germany evaluate how inclusive a project is. As a first step to operationalizing this marker, we have adapted the funding application process. For example, when submitting a funding proposal, applicants now have to provide:

- Disaggregated data on project beneficiaries
- Qualitative information on how projects and programmes take into account the specific needs of women, men, girls and boys and
- how access and inclusion/participation are ensured at all stages of the project.

Germany is currently working to systemize and unitize data collection in order to further improve monitoring, including at the project evaluation phase, when a project has been completed. At the same time, Germany is working to gather and share “lessons learnt” to incentivize our partners to give greater consideration to inclusion at all stages of the project cycle.

As a partner of the Call-to-Action for Addressing Gender-Based Violence in Emergencies, Germany uses its role in supervisory and advisory boards of humanitarian organizations to advocate greater empowerment of women and girls in humanitarian assistance.

Additionally, we continue to dedicate specific funding to projects that foster women's participation in political processes. In Ituri and Tanganyika (DR Congo), Germany funds a project to promote the establishment of community-based protection committees (with at least 50 percent women members), and Women's Forums (all women) to develop and implement a protection programme to identify risks and provide measures to mitigate those risks. These measures include raising awareness about the rights and responsibilities of community members, and self-protection strategies. Germany also increased funding for a mine action project in Ukraine that increased the proportion of women miners from eight to 18 percent compared to 2017.

## Protection of civil society spaces and women's human rights defenders

The German Government promotes the protection of human rights defenders for example through our Embassies and in projects. German embassies play an important role in supporting and protecting human rights defenders. Their support is based on the EU Guidelines on Human Rights Defenders. The Federal Foreign Office regularly distributes a handout to all German embassies on how to implement the EU Guidelines on Human Rights Defenders on the ground. The guidelines specifically highlight the role of women human rights defenders and organizations working on women's rights.

On the project level, for example, the Federal Foreign Office funded the project "Shahrazad for Iraqi Women Human Rights Defenders" that set up a meeting and legal advice centre. The legal advice centre organized trainings (e.g. security trainings, trainings for female voters, seminars on the protection of female human rights defenders) for female activists on a weekly basis and allowed women human rights defenders to create a network of female activists. Furthermore, the project raised awareness through an advocacy campaign about violence against women. As a result of the project, two research papers were developed. These give recommendations to the Federal Government, the UN, the EU and embassies on how to address risks and violence against women human rights defenders.

German Development Cooperation also provides funding to women's organisations in several partner countries. The participation, voice and leadership of women is one of the thematic priorities laid out in the German Gender Action Plan on Development Cooperation, which includes a commitment to support civil society advocacy for women's rights and protect human rights defenders.

## 28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

## **Measures to combat illicit arms trafficking**

Small arms and light weapons (SALW) are a major source for hundreds of thousands of deaths per year, they fuel conflicts and foster gender based violence. In order to eradicate these threats, Germany supports various regional initiatives to curb this violence. To prevent proliferation, the destruction of surplus weapons is the preferred option. Consequently, Germany financed and assisted in the destruction of SALW of the FARC guerrillas. Other examples are a roadmap for states in the Western Balkans to control SALW, prevent their proliferation and foster cooperation between the participating states. Another concern is the conflict in Eastern Ukraine, since we know from experience that in the aftermath of armed conflicts the risk of proliferation of SALW rises. Germany thus supports regional cooperation in order to enhance cross border cooperation to combat illicit trade in arms, ammunition and explosives, and to raise awareness to the potential dangers. In Africa, Germany supports the implementation of the African Union's (AU) Africa-wide Plan of Action to "Silence the Guns until 2020" with a set of advisory engagements with the AU and sub-regional organizations, and a network of project activities to improve the control of SALW in areas of conflict and combat cross-regional illicit weapons flows.

## **Measures to combat the production, use of and trafficking in illicit drugs**

Germany's drug policy contains the elements prevention, therapy, help in overcoming addiction, harm reduction and law enforcement measures against drug related crime. Measures of harm reduction include the distribution of clean needles and syringes for intravenous drug users or the provision of drug consumption rooms. In German foreign policy, the national drug policy is complemented by approaches on Alternative Development. It aims at creating alternative sources of income and livelihood for people in regions of opium poppy, coca and cannabis cultivation.

Germany supports the global system of drug control, which is founded on three basic international conventions in this field, all of which Germany has signed and ratified. Germany actively supports the current multilateral drug policy. We second the EU drug strategy 2013-2020, which focuses on the "balanced approach" between demand and supply reduction.

Furthermore, Germany is an active and contributing member in the UN cooperation against drug abuse, for example in the context of the yearly "Commission on Narcotic Drugs". Our engagement was also strong in the United Nations General Assembly Special Session on the Drug Problem (UNGASS) in 2016. The final document contains the building stones of modern, health and human rights-oriented drug policy.

We will continue to work for a modern drug policy that considers drug addicted persons not as criminals, but as people in need of treatment and support. Alternative development for the producing countries, harm reduction, alternatives to sanctions and proportionate punishment are mainstays of this work.

## **Measures to combat trafficking in women and children**

The Federal Foreign Office implemented several projects that aim at combating trafficking in women and children. Germany supported for example UNODC in developing a technical paper providing

analytical and conceptual guidance on the issue of trafficking in persons for marriage. Furthermore Germany supported an INTERPOL Capacity Building Project to Strengthen Border Management in West Africa that included specialized trainings for women at airports and land borders. In India, Germany supported a project that facilitated the setting up of a network of Human Rights Lawyers in the Area of Women's and Children's Rights and Trafficking of Persons.

## 29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Promoted girls' awareness of and participation in social, economic and political life
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children**

That Germany places gender equality focus on overcoming stereotypes was explained in Section 1 and underscored with examples.

Online magazine "My testing ground ("Mein Testgelände") – the gender magazine for young people"

"My testing ground" ([www.meintestgelaende.de](http://www.meintestgelaende.de)) is a cooperation project of the Federal Association of Work with Boys ("Bundesarbeitsgemeinschaft Jungenarbeit") and the Federal Working Committee on Girls' Policy ("Bundesarbeitsgemeinschaft Mädchenpolitik"). As outlined in Section 1, it is the only website in Germany and the German-speaking countries to publish authentic and unedited posts on gender and equality from youths and so triggers discussions not only among young people, but also with professionals. The project is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth until at least 2022.

## **Measures to promote girls' awareness of and participation in social, economic and political life**

### Federal initiative "No clichés" ("Klischeefrei") – National cooperation project on vocational and study choices

The Federal initiative "Klischeefrei" aims to enable unclichéd vocational and study choices, free from restrictive role stereotypes. The web portal of the initiative ([www.klischee-frei.de](http://www.klischee-frei.de)) offers practice-oriented material, background information and success stories on gender-sensitive vocational guidance. It addresses all actors engaged in vocational guidance, including early childhood education, schools, tertiary education, companies/institutes, vocational guidance centres and parents. The "Initiative Klischeefrei" service centre advises and connects/forms networks between the growing number of partners (currently: 139, as of February 2019), who are committed to providing unclichéd vocational guidance within and outside their institutions. The project is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Ministry of Education and Research.

### Girls' Day – Future Prospects for Girls (annually since 2001: [www.girls-day.de](http://www.girls-day.de))

Girls' Day – Future Prospects for Girls is organised to motivate girls and young women to opt for training or studies in fields traditionally not taken into consideration by women. The nation-wide day is usually held on the fourth Thursday in April. Enterprises, universities, and research institutions organise an open day for girls aged 10 to 17, offering an insight into, and practical experience in, a wide range of careers and professions. Thus, the range of vocational choices of girls is considerably broadened, as it is mainly STEM-careers which are on offer. For companies, Girls' Day has evolved into an important recruitment instrument: 18 per cent of them have so far recruited women due to their participation in Girls' Day. With Girls' Day being a national event, it brings together numerous regional initiatives and thus has a very broad impact. It is considered by far the largest career orientation project for female pupils in Germany. Almost two million girls have taken part in Girls' Day from 2001 to 2018.

In addition to targeting girls, Girls' Day also encourages their environment, e.g. families, schools, the media and employers, to participate in the campaign and change their traditional attitudes towards vocational orientation. Information material, an all-embracing interactive website and an individual advisory service provide support for all target groups. The campaign is scientifically evaluated.

Girls' Day – Future Prospects for Girls is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Ministry of Education and Research.

## **Policies and programmes to eliminate violence against girls, policies and programmes to reduce and eradicate child, early and forced marriage**

With the strategy for long-term strengthening of protection, prevention and intervention structures to deal with sexualised violence in childhood and adolescence, the Federal Government renewed its commitment to combat sexualised violence against children and adolescents. The core of the strategy lies in the creation of the permanent office of an **Independent Commissioner for Child Sex Abuse Issues**. The independent commissioner will assist the Federal Government in improving protection and support, identify areas for action and continue to perform awareness-building and informational work. Through the creation of a voluntary but permanent victims' council to advise the independent commissioner, structured participation of victims is guaranteed at Federal level. By extending the term



of the Independent Commission for the Assessment of Child Sex Abuse in Germany, the systematic, independent review started in January 2016 is now safeguarded until the end of 2023 to enable an assessment of the extent, causes and consequences of sexualised violence against minors.

Other projects to combat violence against women and girls and to combat forced marriage were cited in the answer to Question 13.

### **Tackling disadvantages in health outcomes**

As part of prevention and services, needs-based programmes for women and young girls related to HIV and other sexually transmitted infections are available. Since 2009, Chlamydia screenings are offered to girls and young women up to 25 years of age.

## **CLUSTER 6: Environmental conservation, protection and rehabilitation**

### **Critical areas of concern:**

- I. Human rights of women
- K. Women and the environment
- L. The girl child

### **30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?**

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- Increased women's access to and control over land, water, energy, and other natural resources
- Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology
- Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- Taken steps to ensure that women benefit equally from decent jobs in the green economy
- Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls,*

*such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Women's participation and leadership in environmental and natural resource management and governance**

Over the past five years, the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety (BMU) has actively pursued and implemented a comprehensive gender equality policy inhouse. Currently, the share of women is 54 percent. BMU is one of the first public agencies to adopt a gender equality plan for the period 2016 to 2019 following the reform of the Federal Equality Act 2015. The plan contains ambitious goals to systematically increase the percentage of women in leadership positions. A special concern is to recruit more women into higher management positions. This notably applies to the percentage of women among directors-general, which has more than doubled, to 37.5 percent in 2019 compared with 16.7 percent in 2014. With a share of women across all management positions of 40.4 percent in 2019, BMU now lies above the Federal Government average.

The Act on Appointments to Bodies ("Bundesgremienbesetzungsgesetz", BGremBG) is an instrument to ensure gender equality in appointments to bodies. BMU complies with its targets in all appointments to bodies in order to increase the share of women in key positions. When appointing new members to the UNESCO MAB National Committee, the share of women was consequently increased from 50 percent to 53 percent (9 of 17 members are women). When organising national and international events, BMU ensures gender balanced membership in panel discussions and presentations.

At UN level, in 2015 the Federal Government called for SDG 5 (gender equality) to be included in the 2030 Agenda for Sustainable Development. At the annual High-level Political Forum on Sustainable Development (HLPF) in New York, the Federal Government regularly draws attention to the huge importance of gender equality and self-determination for women and girls, and in coordination of and voting on declarations and position papers, ensures that the ambitious wording of the 2030 Agenda is not undermined and/or weakened.

### **Strengthening evidence and/or raising awareness about gender-specific environmental and health hazards**

Within BMU's areas of responsibility, the Federal Environment Agency (UBA) in its capacity as a scientific authority has a long tradition in (since 2000) and experience with gender mainstreaming and established a scientific position in 2008. The UBA formulates implementation strategies and instruments, such as guidelines and manuals on gender mainstreaming in research. Regular inhouse training is provided on gender competence, gender-appropriate language and gender-relevance in research (gender impact assessment).

Since 2017, the preparation process for the departmental research plan has made reference to the need for a gender relevance assessment. At the high-level EU Gender Summits (2015 and 2018) and also in consultations with equal opportunity representatives on the EU Horizon 2020 funding programme for research and innovation, the Federal Environment Agency has emphasised "gender" as an explicit criterion for excellence and innovation in environmental and health research.

At the UBA, two gender-specific research projects are currently underway as part of the departmental research plan:

- UFOPLAN research project on gender equality as a contribution to successful climate policy: Impact assessment, interdependencies with other social categories, methodological aspects and design options (Project lifecycle: 2016-2019).
- UFOPLAN research project: Preparatory research - Interdependent gender aspects of the needs fields mobility, consumption, food and housing as a basis for urban environment protection. Gender mainstreaming for more target group-specific, more effective environmental research (Project lifecycle: 2018-2019).

### **Education of women and girls in science, engineering, technology and other disciplines relating to the natural environment**

As shown in the answers to Questions 2, 12 and 29, Germany has a wide range of measures in place to promote women's and girl's interest in STEM disciplines.

Via the ESD Programme to Promote Vocational Education for Sustainable Development, the Federal Government and the European Social Fund (ESF) fund projects targeted at adolescents. In work camps, they are given the opportunity to try out a broad range of occupations first hand and cliché-free, and learn how sustainability can be promoted in everyday working life. The programme itself makes strong reference to the SDGs and is also based on the ESF cross-sectoral goals. Via these two pillars, the project empowers and encourages young women to take up a technical vocational occupation or professional career. ([www.esf.de/bbne](http://www.esf.de/bbne))

In 2017, BMU published the status report "MINT the gap – Umweltschutz als Motivation für technische Berufsbiographien?" (STEM Solutions – Environment Protection as an Incentive in Take-up of Technical Careers) via the UBA. The report focused on the question of whether environmental aspects could be a key motivational factor for young women to focus their career choices on technical professions. The basis for the report is provided by current available literature and research, including on career choice processes. The project results have been published in the "MINT the gap – Umweltschutz als Motivation für technische Berufsbiographien?" report.

([www.umweltbundesamt.de/publikationen/mint-the-gap-umweltschutz-als-motivation-fuer](http://www.umweltbundesamt.de/publikationen/mint-the-gap-umweltschutz-als-motivation-fuer))

BMU is conducting a project on "Gender into Urban Climate Change Initiative (GUCCI)" as part of its International Climate Initiative (IKI). Via GenderCC as the implementing organisation, experienced national women's organisations receive funding in India, Indonesia, Mexico and South Africa for use in integrating social topics and gender equality into local climate change programmes.

### **Women's access to sustainable time- and labour-saving infrastructure and climate-smart agricultural technology**

As part of the International Climate Initiative (IKI), a wide range of projects are conducted on the integration of gender issues into climate and biodiversity projects. As one example of the vast number of gender-specific activities, the NDC Support Programme run by the UN Development Programme

(UNDP) as an IKI Global Project has provided funding to ten partner countries to promote consideration of gender aspects in their NDCs.

### **Steps to ensure that women benefit equally from decent jobs in the green economy**

In “FrauenUNTERNEHMEN Green Economy” (Women-Owned Businesses and the Green Economy), a project supported by BMU, a set of guidelines was developed for sustainable and gender-equitable startup counselling and a film was produced with three inspiring good practice examples. The project notably broke new ground in incorporating care work – from childcare to nursing care for the infirm and the elderly – into sustainable business practices.

[www.compassorange.de/old-news/196-projekt-frauenunternehmen-green-economy](http://www.compassorange.de/old-news/196-projekt-frauenunternehmen-green-economy)

### **31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

- Supported women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

### **Women’s participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects**

As part of the work in preparing a new framework for international chemicals policy, BMU funded two projects – “Gender und Chemie: Analysen und Strategien auf internationaler Ebene” (Gender and Chemicals: Analyses and Strategies at International Level) and “Gender and Chemicals Beyond 2020”. In the current funding year BMU is funding the project “Gender and Chemicals – Together for a gender-just healthy planet”. The projects all build on one another and by means of advocacy activities aim to raise awareness to gender aspects in the context of the SAICM Beyond 2020 process, embed gender aspects in discourse and increase participation of women’s organisations and gender expertise in the process. The creation of and support for a SAICM process women and gender working group is also planned. <http://gender-chemicals.org/>

The overarching goal of the German Strategy for Adaptation to Climate Change (DAS) is to reduce the vulnerability of natural, societal and economic systems to the impacts of climate change, and sustain or enhance their capacities to adapt. Women and vulnerable groups – among them pregnant women, children and people in poor health – are given special consideration in the action area of health.

Women are affected by health issues in many ways, be it as nurses in care homes or hospitals or as mothers. To improve diagnostics for climate change-related health risks and the particular challenges faced in out-patient care in respect of heat-associated health complaints, as part of the BMU funding programme “Maßnahmen an die Folgen des Klimawandels” (Measures for Adaptation to the Impacts of Climate Change) (DAS funding programme), the University of Munich has developed training programmes for doctors and nursing staff.

[www.dgkj.de/nc/aktuelles/news/detail/post/bildungsmodule-gesundheitliche-folgen-des-klimawandels/](http://www.dgkj.de/nc/aktuelles/news/detail/post/bildungsmodule-gesundheitliche-folgen-des-klimawandels/)

As part of the International Climate Initiative (IKI), a wider range of projects focus on the topics of gender and adaptation in developing countries and emerging economies. Worthy of note in this regard is the NAP Flagship IKI Global Project, “Supporting Countries to Integrate Agricultural Sectors in National Adaptation Plans (NAPs)”, in which the topic of gender is tackled in a systematic and comprehensive way. Also, the IKI regional project “Adapting to Climate Change in sub-Saharan African Humanitarian Situations” consistently focuses on the topic of gender, which is one of the key principles of humanitarian work.

### **Strengthening evidence base and raising awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters**

The Federal Environment Agency (UBA) is a project partner in a BMBF-funded collaborative research project on gender and science – BMBF Collaborative Research Project INGER: Integrating Gender into Environmental Health Research – and in this connection looks at the operationalisation of gender in quantitative studies on environmental health.

[www.gesundheitsforschung-bmbf.de/de/inger-integration-von-geschlecht-in-die-forschung-zu-umweltbezogener-gesundheit-aufbau-6703.php](http://www.gesundheitsforschung-bmbf.de/de/inger-integration-von-geschlecht-in-die-forschung-zu-umweltbezogener-gesundheit-aufbau-6703.php)

### **Gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation**

Equal treatment of women and men and promotion of gender awareness are key cross-sectoral topics across all policy areas. In international climate policy, its importance was elevated with the adoption of the Paris Agreement in 2015 and the Agenda 2030. In more and more work processes and decisions, gender aspects are gradually being integrated into international climate policy development and implementation.

At the UN Climate Change Conference in Bonn in 2017 (COP 23), the Parties agreed that it is necessary to consider gender aspects in capacity building efforts to achieve the climate goals. COP 23 also adopted a Gender Action Plan (GAP) with concrete steps to implement gender mainstreaming at international and national level, partly thanks to German support. Implementation of the GAP lies with the Parties to the UN Framework Convention on Climate Change, with the UNFCCC Secretariat and other UN bodies. The GAP’s mandate is valid for two years (2018 and 2019), with two implementation workshops

scheduled to take place during the climate negotiations. An evaluation of the Gender Action Plan will be needed when its mandate expires.

In its guidelines, the Green Climate Fund (GCF) calls for a gender-sensitive approach. In 2015, it adopted a Gender Policy and Action Plan setting out valuable fundamental principles. This is also reflected in the requirement for accredited implementing organisations to implement the GCF gender policy and to submit a gender assessment and a project-level gender action plan with their project proposals.

In the UBA project “Gendergerechtigkeit als Beitrag zu einer erfolgreichen Klimapolitik: Wirkungsanalyse, Interdependenzen mit anderen sozialen Kategorien, methodische Aspekte und Gestaltungsoptionen” (Gender Equality as a Factor in Successful Climate Policy: Impact Assessment, Interdependencies with Other Social Categories, Methodological Aspects and Design Options), the generic Gender Impact Assessment tool was adapted to the special climate-related needs in relation to climate change mitigation and adaptation to climate change, and subsequently tested. This gave rise to a new tool which assesses projects, programmes and strategies in six dimensions for their gender effects – dimensions in which common gender differences are still expected, including in the global North.

## **Section Three: National institutions and processes**

### **32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.**

Under German constitutional law, the state is required to pursue active and effective gender equality policy. Article 3 (2) of German Basic Law (GG) in the amended version from 1994 states not only that: "Men and women shall have equal rights" (Article 3 (2) first sentence), but also expressly places the state under obligation to "promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist" (Article 3 (2) second sentence). The achievement of gender equality is thus a key component of Federal Government action across all policy areas.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is the highest gender equality authority within the Federal Government. The Ministry's directorate-general on gender equality currently comprises ten divisions which are divided into two directorates with around 90 employees. The Directorate-General focuses on gender equality policy topics such as labour market issues, including equal pay, employment in the public sector and in the private sector (including in management positions), protecting women against violence, equality in the digital society and the media, participation in politics and society, integration, sex education, pregnancy crisis counselling, reproductive medicine and policy for boys and men.

In Germany, gender equality policy is a cross-sectoral topic (gender mainstreaming). Each federal ministry has a mandate to work to achieve gender equality within its areas of responsibility. The Cabinet resolution of the Federal Government of 23 June 1999 set out the political mandate to implement gender mainstreaming by recognising the guiding principle of gender equality as a consistent guiding principle in all government activities. And with the amendment to the Joint Rules of Procedure of the Federal Ministries (GGO) by a Cabinet resolution of 26 July 2000, gender mainstreaming has been an integral component of those procedures ever since: Under Section 2 GGO, all Federal Government ministries must take into account the guiding principle of gender equality in all political, legislative and administrative measures of the Federal Government.

Section 4 (1) of the Federal Act on Equal Opportunities (BGleig) enshrines the elimination and prevention of discrimination on grounds of gender as well as the promotion of gender equality and reconciliation of family and work as consistent guiding principles in all areas of responsibility and decisions of public agencies covered by the scope of the BGleig. In addition, each supreme federal authority has its own elected equal opportunities commissioner.

The General Equal Treatment Act (AGG) came into force in Germany in 2006. The AGG prohibits discrimination based on gender, ethnic origin, religion and belief, disability, age and/or sexual identity. With the entry into force of the AGG, the independent Federal Anti-Discrimination Agency (ADS), which operates nationwide and is an arm of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, commenced its work. The ADS serves as a contact point for all individuals who feel they are disadvantaged or who are discriminated against on account of the reasons stated in the AGG.

At Länder level, the respective equality ministries or senate administrations are responsible. The Conference of Gender Equality and Women's Affairs Ministers and Senators (GFMK) is the Conference of Ministers that lays the foundations for common equality and women's policy in the German Länder and decides measures to provide equal opportunities for women and men in all areas of life. The GFMK usually meets once a year. The chair and management of the GFMK have rotated between the Länder on an annual basis since the GFMK was founded in 1991.

**33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

YES.

The State Secretary of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is a member of the State Secretaries' Committee for Sustainable Development. The Committee is an advisor to the Federal Government in questions of sustainability; it also monitors implementation of the Agenda 2030 in Germany and continuously updates Germany's National Sustainable Development Strategy.

**34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

YES.

In the area of gender equality, constructive and regular dialogue takes place between the ministries at federal and Länder level, experts and civil society organisations.

With regard to the 2030 Agenda for Sustainable Development, this involves

- the German Council for Sustainable Development (<https://www.nachhaltigkeitsrat.de/en/the-council/council-members/>)
- the Parliamentary Advisory Council for Sustainable Development (<https://www.bundestag.de/en/committees/bodies/sustainability>)
- the "Forum Nachhaltigkeit" (Sustainability Forum)
- the Dialogue Group for the State Secretaries' Committee for Sustainable Development
- and the German Advisory Council on Global Change.



If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

**Beijing Declaration and PfA**

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Other actors, please specify

**2030 Agenda for Sustainable Development**

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Other actors, please specify

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

YES.

*Please provide further details about the mechanisms used. (2 pages max.)*

By way of example, reference is made to the DaMigra association which is broadly involved in coordinating gender equality policy approaches. DaMigra officially participates in or is a member of the following equality-related processes, committees, etc.:

- Member of the CEDAW Alliance Germany: DaMigra helped to draft the CEDAW Alternative Report 2016 and is also an active member of the CEDAW Alliance. Member of the Alliance of Non-Governmental Organisations for the Implementation of the Istanbul Convention in Germany.
- Member of the Franco-German Integration Council: The topics for 2018 were communication of values and language, and labour market integration. Education will be among the topics for 2019.
- Advisory body of the "Strong Careers – Mothers with a Migration Background Start Out" programme (BMFSFJ).

c) Please describe how stakeholders have contributed to the preparation of the present national report.

As in the past, this report is designed as a Federal Government report. As the answers to the individual questions make clear, however, the Federal Government sees achieving real gender equality as a task for society as a whole. It can only be achieved through networking and cooperation with key alliance partners. To take account of Germany's federal system, the Länder were also given the opportunity to add their gender equality priorities to this report in the form of best-practice examples. This report will,

of course, be made available to civil society and to all stakeholders involved in gender equality work so that constructive dialogue can ensue on implementation of the Beijing Platform for Action in Germany.

At the same time, reporting on implementation of the Agenda for Sustainable Development will also flow into broad-based dialogue and exchange.

Germany's National Sustainable Development Strategy in its current version was adopted in 2017. The next progress report will be delivered in 2020. Before the publication of the report, dialogue with citizens and civil society will take place ("Bürgerdialog"). Also, the results of an international peer review published in 2018 will be taken into account when reporting on the status of SDG implementation in 2020.

### **35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?**

- Yes
- No
- There is no national plan/strategy for SDG implementation

*Please explain.*

Gender equality and the empowerment of all women and girls are firmly anchored as a separate goal (SDG 5) and also as a multidisciplinary and cross-cutting issue in the entire German National Sustainable Development Strategy. This states that one priority of German equal opportunities policy is to achieve women's equal participation in the labour market. National indicators for SDG 5 are therefore the gender pay gap (5.1.a), women in management positions in business (5.1.b) and vocational qualification of women and girls through German development cooperation (5.1.c). Germany's target is to reduce the gender pay gap to 10 percent by 2020 and maintain that level until 2030, to reach a 30 percent quota of women on supervisory boards of listed and fully codetermined companies by 2030, and to successively increase the vocational qualification of women and girls through development cooperation by a third by 2030 compared with the base year 2015.

## Section Four: Data and statistics

### **36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?**

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

*Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)*

Germany maintains comprehensive gender-aggregated data (for example from regular surveys conducted by the Federal Statistical Office and the Statistical Offices of the Länder) on various areas of life. In raising public awareness and sensitising civil society decision-makers to the gender equality challenges faced, the Federal Government attaches particular importance to user-friendliness and easily-accessible presentation of key indicators, including online.

Germany also actively participates in the work of the European Institute for Gender Equality (EIGE). Regular European comparison of core indicators when updating the Gender Equality Index enables, among other things, a broad-based review of the progress made in the gender equality policy approaches that Germany takes. The data is supplemented by specialised surveys on current policy priorities, such as “women in leadership positions” and “partnership-based reconciliation of family and work”.

## **Knowledge products on gender statistics**

### Third Gender Equality Atlas for Germany

Since 2009, the differing opportunities for women and men have been documented in so-called gender equality atlases in a user-friendly and easy-to-understand way. These provide a sound and detailed data resource for the whole of Germany.

Three gender equality atlases have been published so far. These present data and statistics on indicators such as membership of the Länder parliaments, university and junior professors, and part-time work in Germany, and illustrate the degree of real equality using tables and maps. The indicators used comprise categories such as participation, education and vocational training and education, work and income. The 3rd Gender Equality Atlas for Germany was published in 2017 and documents regional differences in achieving equality in Germany. A comparative report of key indicators at Länder and district level helps to illustrate the progress made at regional level and show the points at which the next steps can be taken on the way to achieving real gender quality.

(Link: <https://www.bmfsfj.de/blob/114008/de3c25bc8c0f00a118920c08e326ccce/3--atlas-zur-gleichstellung-von-frauen-und-maennern-in-deutschland-englisch-data.pdf>)

### Second Gender Equality Report of the Federal Government

In 2017, the Federal Cabinet approved the Federal Government's Second Gender Equality Report. In the report, equality is described as policy which strives to achieve a society that provides the same opportunities for women and men. Following this guiding principle, the report documents the status of gender equality in Germany and the findings are used to develop recommendations for use in further developing and enhancing gender equality policy. The report comprises an expert assessment by an independent expert commission and an accompanying statement from the Federal Government.

The expert commission called its assessment "New Ways of Restructuring Paid Work and (unpaid) Care Work". The degree of inequality in many areas of society can be illustrated using aggregated statistical indicators. These include the Gender Pay Gap, the Gender Lifetime Earnings Gap, the Gender Pension Gap, the Gender Time Gap and the Gender Equality Index. At the time work on the report commenced, no indicator was available for unequal distribution of unpaid care work. The expert commission thus commissioned the calculation of a Gender Care Gap (GCG) and then included it in its assessment. The GCG is determined by setting the time spent on unpaid daily care work by women against the time spent on unpaid daily care work by men. The calculation is made on the basis of representative data taken from the Time Usage Survey conducted by the Federal Statistical Office.

The Second Gender Equality Report also contains current data on the status of gender equality which will be used to develop recommendations for use in further developing and enhancing gender equality policy.

(Link: <https://www.bmfsfj.de/blob/122438/4ba437d4515ba928d1c03d31e67d4d3a/zweiter-gleichstellungsbericht-der-bundesregierung-eine-zusammenfassung-englisch-data.pdf>)

## **Centralized web-based database and/or dashboard on gender statistics**

### Digital Gender Equality Atlas

A Digital Gender Equality Atlas has been available since June 2017, serving as a central database for information on gender equality. It is based on the contents of the 3rd Gender Equality Atlas for Germany. Using data from the Länder Statistical Offices and the Federal Statistical Office, the Atlas provides a comprehensive overview of the regional differences in achieving gender equality policy goals and framework conditions at Länder and district level in Germany. The study looked at a total of 38 gender equality indicators to identify trends in the focus areas of “participation”, “education, vocational training, career choice”, “work and income” and “everyday life” since 2008. In 2018, 30 of the 38 indicators in the online version were updated. The Digital Gender Equality Atlas is available in English for users Europe-wide.

(Link: [www.bmfsfj.de/gleichstellungsatlas](http://www.bmfsfj.de/gleichstellungsatlas)) (<https://www.bmfsfj.de/bmfsfj/meta/en/equality-policy/equalityatlas>)

## **New surveys to produce national baseline information on specialized topics**

### Women in leadership positions

The Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sectors (FüPoG) entered into force in Germany on 1 May 2015. To make both the impact and the increase in the number of women in leadership positions visible to the general public, the Act sets out a wide range of reporting obligations. Thus, in 2017, the Federal Government presented its Report on Women and Men in Leadership Positions and in Public and Private Sector Bodies („Bericht der Bundesregierung über den Frauen- und Männeranteil an Führungsebenen und in Gremien der Privatwirtschaft und des öffentlichen Dienstes“). The report contained detailed statistical data on three areas: Private companies, the public sector and Federal Government bodies.

(Link: <https://www.bmfsfj.de/blob/118044/b9d02f912ba79d471c9060cbb086087d/bericht-frauen-maenner-fuehrungsebene-data.pdf>)

### Partnership-based reconciliation of family and work

Issues concerning equal opportunity for mothers and fathers and reconciliation of family and work play a key role in families policy in Germany. In 2014, a representative survey commissioned by BMFSFJ was conducted which highlighted the ways in which paid work and family-related work are divided between parents at different times and the reasons involved. The key findings of the study on “Weichenstellungen für eine partnerschaftliche Vereinbarkeit von Familie und Beruf” (Setting the course towards partnership-based reconciliation of family and working life) were:

- Having a job is of great importance for the vast majority of mothers and fathers.
- The decision about dividing work between the parents after the birth of their first child charts the course for the division of work later down the line.
- Attitudes influence division of work decisions, but the deciding factor is income.
- Partnership-based values and better options for reconciliation of family and work are key requirements for models with near-equal division of work. Better options for reconciliation of family and work are especially important in cases where women work longer hours.

- Actual employment models only partially meet what parents consider to be the ideal. When it comes to childcare, they would prefer a more balanced division of work. There is, however, often a gap between the wishes expressed and the actual models chosen – not least for financial reasons.

(Link: [https://www.ifd-allensbach.de/uploads/tx\\_studies/Weichenstellungen.pdf](https://www.ifd-allensbach.de/uploads/tx_studies/Weichenstellungen.pdf))

In Germany, social trends have been fostered by means of policy based on partnership-based reconciliation of family and work. In the report “Dare to Share – Germany’s Experience Promoting Equal Partnership in Families”, the OECD has taken a closer look at Germany’s journey towards equal partnership in families in an international comparison.

(Link: <http://www.oecd.org/publications/dare-to-share-germany-s-experience-promoting-equal-partnership-in-families-9789264259157-en.htm>)

### Use of time

The Third Time Use Survey was conducted by the Statistical Offices of the Federal Government and the Länder in 2012/2013 on behalf of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. The report “Wie die Zeit vergeht - Analysen zur Zeitverwendung in Deutschland” (How Time Flies – Analyses of Time Use in Germany) was published in 2018, building on three time use surveys conducted in 1991/1992, 2001/2001 and 2012/2013. The analyses focused in the main on family and social policy issues, such as how time is used by women and men, division of work in families and time dedicated to voluntary work and neighbourhood help.

### Women’s health

The Robert Koch Institute (RKI) is currently working on a report commissioned by the Federal Ministry of Health (BMG) on the status of women’s health in Germany. The report is due to be completed at the end of 2019. The Women’s Health Report (“Frauengesundheitsbericht”) enables conclusions to be drawn on the status of health, health-related behaviour, and preventive health and health promotion measures across all age groups and social circumstances.

## **37. Out of the following which are your country’s top three priorities for strengthening national gender statistics over the next five years?**

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

*Please provide a brief explanation and examples of your plans (2 pages max.).*

### **Knowledge products on gender statistics**

The 4th Gender Equality Atlas for Germany is scheduled for publication in 2020. The key indicators will be agreed in 2019 in close collaboration between the Federal and Länder governments.

The next comprehensive Gender Equality Report is also pending preparation. The Third Gender Equality Report of the Federal Government addresses the steps needed in order to steer developments in the digital economy so that women and men have the same career opportunities. The report, comprising the report of an expert commission and a position statement by the Federal Government, is expected to be presented to Cabinet in spring 2021.

### **38. Have you defined a national set of indicators for monitoring progress on the SDGs?**

YES.

***If YES, how many indicators does it include and how many of those are gender-specific<sup>3</sup>?***

The monitoring process is part of the German Sustainable Development Strategy. There are 67 indicators. Five of the indicators are gender-specific.

***If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?***

Four indicators are additional country indicators.

*Please provide the indicators in an annex*

The factors are listed in a table in the Annex.

---

<sup>3</sup> The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

***If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?***

*Please provide the indicators in an annex*

**39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

YES.

***If YES, please describe which indicators have been prioritized***

There is no prioritization of single indicators. Nearly all indicators are assessed every two years (most recently in 2018) by the German Federal Statistical Office.

***If NO, explain the main challenges for collecting and compiling data on these indicators***

**40. Which of the following disaggregations<sup>4</sup> is routinely provided by major surveys in your country?**

- Geographic location
- Income
- sex
- Age
- Education
- Marital status
- Race/ethnicity
- Migratory status
- Disability
- Other characteristics relevant in national contexts

In the official statistics programme we have a wide range of statistics which are disaggregated according to the characteristics listed. The only characteristic for which Germany does not collect data is "race/ethnicity".

---

<sup>4</sup> As specified in A/RES/70/1, with the addition of education and marital status.



Annex

**Regarding Question 38:**

<b>SDG 3. Ensure healthy lives and promote well-being for all at all ages</b>			
<b>Health and nutrition</b> <i>Living healthy longer</i>	<b>3.1.a</b>	<i>Premature mortality (Cases of death per 100,000 residents under 70): women</i>	<i>To be reduced to 100 per 100,000 residents (women) by 2030</i>
	<b>3.1.b</b>	<i>Premature mortality (Cases of death per 100,000 residents under 70): men</i>	<i>To be reduced to 190 per 100,000 residents (men) by 2030</i>
<b>SDG 5. Achieve gender equality and empower all women and girls</b>			
<b>Equal opportunities</b> <i>Promoting equal opportunities in society</i>	<b>5.1.a</b>	<i>Gender pay gap</i>	<i>To be reduced to 10 % by 2020, maintained until 2030</i>
	<b>5.1.b</b>	<i>Women in management positions in business</i>	<i>30 % women in supervisory boards of listed and fully co- determined companies by 2030</i>
<i>Strengthening the economic participation of women globally</i>	<b>5.1.c</b>	<i>Vocational qualification of women and girls through German development cooperation</i>	<i>To be successively increased by a third by 2030 compared to 2015 as the base year</i>