GERMANY

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

United Nations Questionnaire on the National
Implementation of the Platform for Action of the
Fourth World Conference on Women
In Beijing

Response of the Government of the
Federal Republic of Germany
(Status: May 2004)
Introductory Remarks


In accordance with the guidelines laid down by the UN, the answer consists of four parts. Part 1 contains a brief analytical overview of the experiences with the implementation of the Platform for Action and the outcome of the twenty-third Special Session of the General Assembly. Part 2 concerns the implementation of critical areas of the Platform for Action with the exception of critical area of concern H, which is dealt with in Part 3. Part 4 shows both remaining challenges and future projects and initiatives.

In addition, the Federal Government’s fifth National Report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (in the following CEDAW) presented to the CEDAW-Committee on January 21, 2004, is hereby referred to, which takes stock of all equal opportunities initiatives taken by the Federal Government between 1998 and 2002. The CEDAW National Report is updated by the report submitted herewith.
Part 1 Experiences with the implementation of the Platform for Action and the outcome of the twenty-third Special Session of the General Assembly, achievements and obstacles

While Part 2 will deal comprehensively with the national implementation of the Platform for Action and the outcome of the twenty-third Special Session of the General Assembly, this chapter will focus on political priorities and major achievements under some highlighted keywords.

Gender Mainstreaming

The Federal Government’s obligation to implement an effective equal opportunities policy derives from Article 3, para 2 of the Federal Republic of Germany’s Basic Law. The Federal Cabinet’s resolution dated 23 June 1999 acknowledged the equality of men and women as an ongoing guiding principle of its policies and actions in the meaning of “gender mainstreaming”. The Federal Government’s Joint Rules of Procedure (Gemeinsame Geschäftsordnung) dated 26 July 2000 in section 2 provides for every department’s obligation to comply with this approach in all political, normative and administrative measures taken by the Federal Government. The gender mainstreaming principle is also embedded in section 2 of the Federal Equal Opportunities Act (Bundesgleichstellungsgesetz). This makes for the legal basis of gender mainstreaming in the Federal administration.

For its practical implementation first structures have been created:
- The high-level “Inter-Ministerial Working Group” (Interministerielle Arbeitsgruppe, IMA) with a preparatory working group at the working level and sub-groups on particular issues,
- the GenderCompetenceCentre (GenderKompetenzZentrum) to give technical and strategic advice to the Federal Ministries.
- In addition, technical aids and other tools of support are available.

Federal Equal Opportunities Act (Bundesgleichstellungsgesetz)


Political empowerment of women

- The proportion of women in the German National Parliament (German Bundestag) has risen continually over the past few years.
- The proportion of women in the Federal Government (Bundesregierung) with six female members remained the same on the preceding 14th parliament.
- With one exception, all 16 State Governments are headed by men. It’s only in Schleswig-
  Holstein where a woman for the very first time has been head of a State Government
  (Landesregierung) since May 1993.
- Parties over the past few years have increasingly taken measures to raise the share of female
  members and to promote equality in their organisations.

**Federal Act on Appointment to Bodies (Bundesgremienbesetzungsgesetz)**

The Federal Act on Appointment to Bodies obliges the Federation and others involved in the
appointment to bodies to attempt an equal representation of men and women within the federal
level’s sphere of influence and contains clear rules of procedure.

The Third Bodies Report showed a slight increase in the proportion of women in bodies at the
federal level. However, at 15.9 % (as of 30 June 2001) this is still too low. Since the Federal
Equal Opportunities Act increases women’s chances to get into leadership positions in the
Federal Administration, there are also more opportunities to appoint women to high-level bodies,
as these are usually filled with high-ranking officers.

**Act to Protect against Violence (Gewaltschutzgesetz)**

The Act to Protect against Violence (Act to Improve Civil Court Protection in the Event of
Violent Acts and Unwelcome Advances and to Facilitate Allocation of the Marital Home in the
Event of Separation (Gesetz zur Verbesserung des zivilgerichtlichen Schutzes bei Gewalttaten
und Nachstellungen sowie zur Erleichterung der Überlassung der Ejewohnung bei Trennung)
entered into force on 1 January 2002. The Act is currently evaluated on behalf of the Federal
Ministry of Justice (Bundesministerium der Justiz). The report is due to come in in 2005.

**Women in the economy**

The continual increase in the employment rate of women having been seen over the past few
years is continuing: At a nationwide employment rate of women of 58.8 % (2001 and 2002) the
Stockholm objective (women employment rate 57% until 2005) has already been met. Germany
is optimistic to be able to meet the Lisbon objectives rather soon as well.

The unemployment rate of women has also seen a better pattern than that of men: In 2001 and
2002, the average unemployment rate of women stood at 9.5 % (2000: 10%), while the
unemployment rate of men climbed from 9.2 % in 2000 and 2001 to 9.9 % in 2002. Thus, for the
first time since 1995, the unemployment rate of women was below that of men – contradicting
the pattern in almost all other EU member states. The unfavourable economic cycle in 2003
triggered an increase in the unemployment rate of both men (10.9%) and women (10.0%), with
women, however, again being less affected than men.

The Federal Government strives for a continuing improvement in the basic conditions for the
employment of women. In this, Germany takes a dual approach of gender mainstreaming and
specific promotion of women.
In order to further reduce the gender-specific discrepancies in pay, the Federal Government, having no direct possibility to regulate on matters related to wages, has taken various initiatives to reduce discrepancies in wages and income between men and women: In 2002, it submitted a detailed report on the work and income situation of men and women. Another report, focusing on how work is valued, is planned for this legislative period. As a result of the international conference “Equal Pay” in June 2002, the Federal Government has published a compendium on implementing the principle of equal pay for equivalent work performed by men and women, which updates the compendium issued by the EU Commission in July 1996 and is more detailed.

On 2 July 2001, the Federal Government and German business’ umbrella organisations signed an agreement on the promotion of equal opportunities for men and women in the private sector. This agreement was an important step on the way to equal opportunities for men and women in the economy. German business’ umbrella organisations are now committed to a proactive equal opportunities policy for the first time. The agreement provides for a regular monitoring of the headway made in companies and for a biennial stocktaking. In January 2004, the high-ranking gender-balanced group accompanying the agreement submitted a first evaluation of the implementation of the agreement.

**Balancing family and working life / child-care facilities**

Equal opportunities for men and women in working life essentially depend upon the possibility of reconciling family and work for mothers and fathers. One important element is to improve the range of child-care facilities.

The Federal Government promotes the reconciliation of family and working life through improved basic legal conditions and an intensive information campaign for businesses and administrations. Important measures include family-friendly working time, child-care support, support when re-entering the job market and a more family-friendly corporate culture. Under the umbrella “Alliance for the family”, partners from politics, business and associations combined in order to promote medium-term initiatives to better balance family and working life. Various studies and projects underpin this alliance with economically robust arguments: expert reports by Prognos AG on business effects of family-friendly measures in companies, for example; establishing “family-friendliness monitoring”; founding local alliances for the family; conducting the national competition “family is a factor of success – the business competition 2005”; check-list “family-orientated measures for SMEs”.

The provision of child-care facilities, especially for children below three years of age and above six and for full-time day care, falls short of requirements and shows a huge difference between the federal states (Länder) in Western and Eastern Germany. Therefore, demand is supposed to be met in due course. An important indicator of the child-care situation is the “place-child ratio”, i.e. the number of places in relation to the number of children of a particular age. At the end of 2002, the “place-child ratio” all over Germany stood at 90 % for nursery (kindergarten) children (from 3 years upward to school-starting age), in Western Germany 88 %, in Eastern Germany 105 %. Only 33 % (21 % in the West, 103 % in the East) are full-time day care places. The situation in crèche (0 to 3 years) and after-school care was much different. Places for crèche children in Western Germany amounted to 3 %, in Eastern Germany to 37 % (Nationwide 9 %).
and for after-school care to a total of 9%, in Western Germany 5%, in Eastern Germany 41% (excluding places in school crèches and full-time day schools, which are the responsibility of local education departments). Full-time day care place-child ratios for crèche children in Eastern Germany (36%) are much higher than in Western Germany (2%). At the end of 2002, Western Germany had a full-time day care place-child ratio of 4%, Eastern Germany a much higher one of 29%. (Source: Presseexemplar D_STATIS des Statistischen Bundesamts, Wiesbaden, 2004, Kindertagesbetreuung in Deutschland, Einrichtungen, Plätze, Personal und Kosten 1990 bis 2002)

Healthcare

The Health Modernisation Act (Gesundheitsmodernisierungsgesetz; GMG, 2004) strengthens the gender-sensitive orientation in healthcare. Pursuant to section 139, para 3, no. 2, the newly established Institute for Quality and Economy in Healthcare (Institut für Qualität und Wirtschaftlichkeit im Gesundheitswesen), for example, in their scientific reports, studies and statements have to take consideration of age-, gender-, and life-situation-specific aspects. One task of many is the evaluation of the efficacy of drugs and the provision of comprehensible information on the quality and efficiency in healthcare.
Part 2 Implementation of critical areas of concern of the Platform for Action
(excepting H)

Part 2 deals with the current national implementation of the critical areas of concern of the Platform for Action under consideration of processes changing society.

A. **Women and poverty**

In 2001, the Federal Government published the first national report on poverty and wealth, which is a differentiating stocktaking of social conditions and an analysis of poverty and social marginalisation and also comes up with steps and measures to be taken to strengthen social justice and equal opportunities as well as to combat poverty and social marginalisation and to reduce risks of poverty. In accordance with the concept “gender mainstreaming”, this analysis in the report – as far as the data allow – is broken down according to gender.

In Germany, especially single parents are affected by poverty. Since at a rate of over 80 \% it’s women raising children on their own, they are burdened with economic problems at a disproportionately high rate.

The Federal Government has drawn up measures which, augmenting economic support for families, are supposed to enhance the opportunities to cope with everyday life. Within the framework of this prevention of poverty, the project "Development of municipal strategies to prevent poverty among single parents" is supported, which the City of Nuremberg carries out in its Nuremberg alliance for family in cooperation with the German Youth Institute (Deutsches Jugendinstitut). The target group are single parents receiving income support. The project is supposed to show how local authorities may tailor their services to the needs of single parents especially affected by low income or unemployment in order to facilitate a better integration of single parents in the job market and prevent poverty.

To achieve this, the existing network of support services of, for example, advice centres and employment and training agencies, job centres and social departments and vocational training will be tightened. The project’s term is three years and expires in 2005.

The Nuremberg project’s results are supposed to be made usable for other towns, and nationwide and "best-practice concepts” to be drawn up. The proportion of single parents is especially large in major cities and it is here where the majority of single parents with children receiving income support lives.

B. **Education and training of women**

**Political development and objectives**

The formal education of women and girls in Germany is now at a high level. 56.7\% of students having obtained university-entrance qualification and 50.6 \% of all first-year university students
in 2002 were female. However, there are marked gender-specific differences in the training chosen. The proportion of women decreases with an increasing level of qualification. With regard to a scientific career, for 2003 this means only every fifth postdoctoral thesis was written by a woman, only every ninth professorship was filled with a woman and women only make up 5.9 % of leading positions in non-university research institutes. It’s the Federal Government’s aim to have more women trained and employed in the natural sciences/technical jobs and to further increase the proportion of women among scientists. The reconciliation of family and working life is supposed to be improved through a broader range of child-care facilities in particular.

School

As a rule, job offices’ career advice centres, in mandatory discussions at school, prepares all secondary school students roughly two years prior to school leaving for their upcoming decisions on what career and training to choose. The problem of handed down and thus frequently not future-orientated career choices among girls is counteracted by gender-specific career advice. Against the backdrop of the still huge influence of parents or mothers on their daughters’ career choice, specific events for parents – in 2001/2002 about 17,000 all over Germany – convey targeted information and thus may also change patterns of behaviour.

The Federal Government, in cooperation with business associations, has carried out the campaign “Girls Day” since 2001. On that day, female secondary school students get the opportunity to get an insight in natural-scientific and technical jobs in companies and institutions. The aim is to motivate young women to choose “non-female” training and jobs (see Part 2, item L).

Vocational training and further education

A shortage among traineeships impacts young people of both genders equally. The additional “Rapid action programme to reduce youth unemployment“ carried out between 1999 and 2003 supported women according to their share among unsuccessful traineeship applicants or the unemployed.

The Federal Government supports projects for the promotion of women in IT jobs in particular. “idee-it“ which tries to attract women into jobs in the IT sector and the media is one example. It focuses on the so-called “train the trainers” workshops for trainers in IT jobs.

Promoting trades

The proportion of women among craft apprentices is comparatively low. In 2002, for example, it was 19 % among joiners, 18 % among car mechanics and 17 % among painters. In 2002, only 14.4 % of all master craftsmen examinations were taken by women. Sponsored by the Federal Government, the data base “1blick“ provides placements for girls in skilled trades on the Internet. Over the next few years, the trades sector needs up to 200,000 business management successors. To utilise this change-over for women is the objective of the joint initiative “Change/Chance“ which offers an advice service for women for all sectors.
Science/research

- In 1999, the Basic University Act (Hochschulrahmengesetz, HRG) was amended by the 5th HRG amending act, which also benefits women in higher education. Positive aspects for women are, among others, the shortening of the period before life tenure to, as a rule, 6 years at maximum; doing without habilitation, since at this level, the proportion of women sees a marked decline; the possibility of extending the principally fixed-term jobs if paternal leave is taken or children below 18 years of age have to be raised and looked after; and the restrictions on the prohibition of in-house appointments to chairs. The target is a medium-term share of female professors of 20%.

- Since 1999, research institutions have the opportunity to use self-financing budgetary funds to support child-care facilities. Meanwhile, the bulk of research institutions has made use of this.

- The Federal Equal Opportunities Act which entered into force in 2001 provides for institutional grant recipients, which most German research institutions belong to, to apply the principles set out in the Act. Federation and Länder signed an agreement on the implementation of equal opportunities for men and women. The principles include the election of equal opportunities representatives and the promotion of the underrepresented gender if the qualification is the same.

- Within the framework of University and Science Programme (Hochschul- und Wissenschaftsprogramm, HWP), since 2001 Federation and the Länder have been supporting equal opportunities for women in research and teaching with a special programme worth Euro 30.7m annually. In 2003, the programme was extended for another three years. The special programme focuses on measures leading to a qualification for a professorship or doctorate, projects in women/gender research and measures to increase the proportion of women in natural-scientific/technical courses. In addition, 40% of the measures related to persons in the HWP’s other special programmes are budgeted for the promotion of women.

- In order to provide an external quality control for the measures taken to implement equal opportunities in higher education and research institutions, there is the Total E-Quality Prize, which thus far has already been awarded to 13 universities and research institutions in Germany.

- The “Centre of Excellence Women and Science” offers a service point for female scientists and researchers, companies and institutions, and the data base Femconsult there contains updated datasets on female scientists.

Information society

? The Federal Government’s political objective is to convey media competence even at school. The Federal Ministry of Education and Research (Bundesministerium für Bildung und Forschung) pursues this aim within the framework of its participation in the association “Internet access for schools” (Schulen ans Netz e.V.). Meanwhile, all schools in Germany have access to the Internet. The Internet platforms Lizzynet and LeaNet address students and teachers.
The campaign “Women onto the Net” (Frauen ans Netz), launched in November 1998 in cooperation with Deutsche Telekom AG, the magazine Brigitte, the Federal Employment Office and a number of further education agencies, is a real success. The initiative aims at imparting media competence and to get more women use the Internet for their purposes and interests. Use of the Internet has risen from 30% (1997) to 43% (2003).

Since 1999, the Federal Government has supported the competence centre “Women in the information society and technology“, whose task it is to focus the equal opportunities measures in education, training and work.

C. Women and health

Access to healthcare

The German healthcare system guarantees that all people, regardless of their gender, age and social status, under consideration of economic aspects, get all medical services required. The Coalition Agreement (Koalitionsvertrag) (2002) also sets forth the task that “the healthcare system’s services and products provided have to be adapted to age- and gender-specific requirements”. In order to promote the principle of gender mainstreaming in healthcare and health research and to implement the numerous suggestions and conclusions from the reports on women’s health, in 2001 and with financial support of the Federal Government the “national coordinating body women’s health” (Bundeskoordination Frauengesundheit) was founded.

In the following, this report deals with individual health problems of women.

Breast cancer

In order to improve early diagnosis of breast cancer, from 2004 Germany will see a step-by-step introduction of a national and quality-assured mammography screening in accordance with EU guidelines for the early diagnosis of breast cancer. For the first time, all women between 50 and 69 will be invited to this organised screening in writing.

Women and addictions

Results from medical work and research with regard to gender-specific features in addictions and the increasing implementation of the gender mainstreaming concept occasioned a national Conference on Women and Addictions (Frauensuchtkongress) in 2002, financed by the Federal Government.

In 2002, a Study on Addictions among Women was published on behalf of the Federal Government. The study establishes a connection between addictions among the patients interviewed in special clinics and their experience of violence and suicide attempts. Almost half of the women had frequently experienced physical violence. About a third had experienced sexual violence before they turned sixteen, with almost half of the perpetrators coming from their own family.
The Action Plan Drugs and Addiction (Aktionsplan Drogen und Sucht) of the Federal Government’s drugs representative in 2003 also prescribed that addiction prevention measures have to be better tuned to gender-related factors.

**Eating disorders**

Eating disorders in the form of anorexia (anorexia nervosa) and bulimia (bulimia nervosa) afflict girls and young women in particular. The Federal Government dealt with this issue relevant to women’s health through an epidemiological survey “eating disorders”, for example. The Federal Centre for Health Information (Bundeszentrale für gesundheitliche Aufklärung) has published various documents for patients, relatives, counsellors and self-help groups for many years now and has opened an Internet portal (www.bzga-essenstorungen.de). Supporting advice which is adapted to the needs of women and girls and non-hospital treatment of eating disorders is the objective of a project supported by the Federal Government called “Quality assurance in advice for and non-hospital treatment of women and girls with eating disorders “.

**Violence against women and its impact on health**

Having experienced violence can have a serious impact on women’s health. Thus, the Federal Government has supported the scientific research on the Berlin model project “SIGNAL“ in order to improve medical care for maltreated women through a sensitisation of the medical sector for the problem of violence. The results’ implementation will be supported by various measures the Federal Government has taken in the context of the continuation of its Action Plan to combat violence against women.

**Reproductive health**

The Federal Government’s measures, partly carried out with the Federal Centre for Health Information or in cooperation with the national association of Pro Familia intend to enable young girls and women and their partners to arrive at a self-determined and informed decision when it comes to family planning and starting a family. Furthermore, the Federal Government supports scientific research accompanying the model project “Psychosocial advice in pre-, peri- and post-prenatal diagnostics” with the objective of improving counselling in the context of prenatal diagnostics.

**Fighting HIV/AIDS**

The epidemiological situation among women is comparatively favourable. The current number of HIV/AIDS patients in Germany is about 43,000, 9,500 thereof are women. The HIV communication rate from mother to child was reduced to below 1 %.

From the start, fighting AIDS has been also adapted to women-specific needs, e.g. with brochures specifically addressing women and young girls. Women-specific advice and counselling has been well established.
Research

In health research, the gender mainstreaming principle is being implemented as a horizontal task. The new priority “prevention”, for example, strives at embedding gender-specific perspectives at an increasing rate. Furthermore, in 2003 the Federal Government established the priority “Applied breast cancer research” and published the announcement of the priority “Hormone Replacement Therapy”.

The Federations Health Reports provide data and indicator-based descriptions and analyses of all sectors of the German healthcare system, with an increasing emphasis on gender-sensitive description and a consideration of women-specific matters.

The “Report on women’s health in Germany” published by the Federal Government in 2001 is of special significance. The report based on an approach of special consideration of health and disease in terms of the life situation of women provides an overview of women-centred approaches in promoting health which are to be found in many places in Germany.

D. Violence against women

Since having reported to the Special Session of the General Assembly in 2000, Germany has taken further successful measures to combat violence against women. With the Action Plan to combat violence against women passed in December 1999, the Federal Government has drawn up a comprehensive integrated concept for all levels of combating violence for the very first time. All measures taken by the Federation mentioned therein have meanwhile been implemented or launched. This Action Plan will be continued. An essential basis for its continuation will be the results from the representative prevalence study “Life situation, safety and health of women in Germany”, which will be published in late summer/autumn 2004.

An essential factor for the successful implementation in the area of domestic violence, i.e. the kind of violence affecting most female victims of violence in Germany, is the Federal Act to Protect against Violence. This Act provides for faster and simpler means for victims of getting justice and they can get restraint orders issued against the perpetrators including a violent spouse. In practice this means that the victim can stay at home which the perpetrator is ordered to leave. In connection with this Act, the Länder in their police laws (through amendments or defining ordinances) provided for fast temporary protection to avoid a gap in the law between police operations and court orders. First experiences in the Länder indicate that the legal improvements have an effect: An increasing number of women feels stronger and puts up resistance against the violent partner. This, however, doesn’t mean that a smaller number of women would seek shelter in a women’s refuge. It’s rather that a greater number of women feels encouraged to exercise their rights. In order to coordinate the measures prescribed in the Action Plan between the various players at the federal, Länder and municipal level and NGOs, in 2000 the Federation-Länder working group “Domestic Violence” was established.

“Violence against women” is also dealt with in chapter C, women and health, paragraphs “women and addictions”, section 3 and “violence against women and its impact on health”.

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E. **Women and armed conflict**

Within the framework of the Federal Government’s numerous activities in the field of the prevention of crises and civilian settlement of conflicts, the promotion of equal opportunities and the special consideration of women as a target group play an important role. Stronger participation of women at the decision-making level for prevention and settlement of conflicts and the protection of women in armed or other conflicts and in areas under foreign control is an important matter for the Federal Government, which has recently been discussed at a high-ranking experts’ discussion on the fringe of the 60th Session of the UN Commission on Human Rights under the title "Affirmative Action and Security Council Resolution 1325: CEDAW General Recommendation 25 and Women's Participation in conflict prevention and resolution" jointly organised by Germany and the Office of the UN High Commissioner for Human Rights.

Thus, gender aspects are taken into consideration in the development of conceptual principles, conflict studies and methods, are integrated into the development of early warning systems and are also considered in the conflict-sensitive alignment of overseas aid projects and programmes. In 2001 already, the guideline “Towards Gender Mainstreaming in Crisis Prevention and Conflict Management” was developed for governmental technical overseas development programmes.

When choosing and drawing up projects, e.g. for small weapons control or demobilisation, peace education or trauma work, gender aspects are also taken into consideration. They are also central criterion for the selection of promoting measures of conflict management which civil society takes into countries where conflicts prevail.

When choosing project staff, dispatching peace workers and experts and filling working groups like the inter-institutional working group Peace Development (Friedensentwicklung, FriEnt), gender balance is an important criterion.

Furthermore, a large number of non-governmental players, research institutes and NGOs promote the consideration of gender aspects in the prevention of crises, conflict management and promoting peace. The examples of the commitment shown by the Platform Civil Management of Conflicts (Plattform zur Zivilen Konfliktbearbeitung) or the work done by the Bonn International Center for Conversion (BICC) on small weapons, disarmament and gender shall suffice here.

The participation of women in Fora and peace activities is being supported by the Federal Government on an ongoing and insistent basis. It takes place within the framework of the usual practice of the dispatch of personnel to conferences and organisations which deal with peace-relevant matters.

In negotiations about mandating new UN Missions, the Federal Government as a non-permanent member of the Security Council has shown sustained efforts to integrate a gender perspective into the mandates for new UN Peace Missions. The selection procedure for International Courts of Justice in many cases also contain precise gender-related procedures, e.g. in the selection of judges for the International Criminal Court. The Federal Government has proactively worked for
a balanced ratio between men and women, which has indeed been achieved in the afore-
mentioned case.

The Federal Armed Forces’ (Bundeswehr) deployed contingents in operations led or mandated
by the UN currently have about 300 women in their ranks, which is a ratio of 4.5 % of all
soldiers deployed. Given a total proportion of women of approx. 3 % in the armed forces,
women are therefore integrated in the contingents deployed at a higher rate. On the basis of the
opening of all careers for voluntary service of women in the armed forces having only occurred
in 2001, a further increase of these ratios is to be expected. Especially in Peace-Keeping
Operations (PKO) a better execution of the full mandate in some areas has been perceived to
have been achieved through the participation of women (e.g. talking to women in theatres of
operations). Therefore, an increase of the proportion of women in PKOs beyond the current rate
is worked upon within the bounds of possibility.

On 24 May 2002, the Berlin Centre for International Peace Missions (Berliner Zentrum für
Internationale Friedenseinsätze, ZiF) was founded, which currently employs 12 women and 6
men. ZiF deals with the preparation, placement and counselling of civil experts for UN, OSCE
and future EU missions. The foundation of ZiF continues our endeavours to strengthen civil
participation in international peace missions. Here, gender aspects play an important role. For
example, 40 % of all participants in further education courses organised by ZiF are women.

In the fields of humanitarian aid, every project proposal is checked for its consideration of
gender-specific needs. After the projects have been concluded, the NGOs are asked for a
statement within the framework of the general report. At a higher level, we cooperate with the
European Union "ECHO" and various UN organisations (UNHCR, UNRWA, OCHA etc.) and
the International Committee of the Red Cross, which have their own control mechanisms for the
implementation of matters of gender mainstreaming. This applies especially to the UN
organisations UNHCR and UNRWA looking after refugees.

F. Women in the economy

Balancing family and working life

Balancing family and working life is not only an important socio-political matter but also
important in terms of the economy and employment. Thus, the Federal Government put it at the
centre of its reform projects. It has improved the basic conditions and in cooperation with
business undertakes an intensive information campaign in businesses and administrations:

- Important legal basic conditions for parents are the legal right to a nursery place for children
  between three and six, the right to take parental leave after a child was born for up to three
  years for mothers and fathers with a re-employment guarantee, support for re-entry on the job
  market pursuant to labour promotion law (Job-Aqtiv-Act) and the right to part-time work
  pursuant to the "Act on Part-Time Work and Fixed-Term Employment Contracts" (Gesetz
  über Teilzeitarbeit und befristete Arbeitsverträge) in enterprises with a staff of more than
  fifteen.
Within the framework of the “Alliance for Family”, politicians, entrepreneurs, trade unions and associations work for more family-friendliness. A group of high-ranking people from politics, business and trade unions supports this cause. This “group of primers” had its first meeting on 01 December 2003 and is led by Federal Minister Renate Schmidt and Liz Mohn (Bertelsmann).

On behalf of the Federal Government, Prognos AG carried out a cost-benefit analysis which proves that a family-friendly corporate culture is also profitable in terms of business success. German business’ umbrella organisations use this study to promote a family-friendly staff policy among their members. Further analyses of an economic benefit of family-friendly measures in large companies and skilled trade enterprises are currently worked upon.

In close cooperation of the Federal Government with the four umbrella organisations of business, the “monitor family-friendliness” was carried out. The Institute of German Business Cologne (Institut der deutschen Wirtschaft Köln) analysed the frequency and significance of family-friendly measures in German companies by a representative survey. This first and new monitor provides representative information on German companies of all sizes and an important backdrop for the cooperation with business. The results were jointly presented by the Employers’ President Dieter Hundt and Federal Minister Renate Schmidt at the beginning of December 2003.

Since the end of 2003, the nationwide initiative "local alliances for family" has been supporting alliances pushing for and implementing family-friendly measures locally. Families’ living conditions are shaped to a large extent at the local level, in the municipality, at the workplace and residential area. Joint action here promises new and creative solutions and a focusing of resources. Potential partners of local alliances are local politics and authorities, companies, chambers and trade unions, independent institutions, Churches, confederations, associations and pressure groups.

As an urgent matter, balancing family and working life and child-care facilities are at the very centre of most of these alliances. For example, local alliances establish flexible child care or adapt timetables, opening hours, working hours and child-care hours to families’ daily routines. In many instances it’s gender mainstreaming institutions or people (like local equal opportunities representatives or advice centres for women or pressure groups of women), which as local network nodes of the initiative “local alliances for the family” discern a chance of getting new ideas and partners.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Bundesministerium für Familie, Senioren, Frauen und Jugend) supports local alliances through a service point providing advice free of charge. The services not only include workshops, information material and face-to-face advisory talks but also advice components provided by the scientific backdrop (German Youth Institute, Deutsches Jugendinstitut) on the important fields of action like child care and gender equality.

In cooperation with the German Trade Union Confederation (Deutscher Gewerkschaftsbund – DGB), for the first time a representative survey among employees was undertaken on their expectations of a family-friendly enterprise. Results and conclusions were presented in April 2004. For female and male employees a pro family attitude at their workplace is an important issue, as they wish to reconcile family life and vocational commitment. They consider the
The greatest need for a more family-friendly policy at their enterprises to be a change towards more flexible working hours. Many companies do have pro family working conditions, but they have thus far not fully used the multitude of possibilities of a family-oriented personnel policy.

The national competition “Family is a factor of success – the business competition 2005“ (Erfolgsfaktor Familie - Der Unternehmenswettbewerb 2005) is a tool for the evaluation of the quality of family-friendly measures and for the awarding of companies especially committed to such measures. The award ceremony will take place in May 2005.

Federal Minister Renate Schmidt and Federal Minister Wolfgang Clement are both patrons of "Audit family and working life" (Audit Beruf und Familie) of the non-profit Hertie foundation. Within the audit’s framework, since 1999 companies and institutions which implement a family-friendly staff policy have been awarded the “family and working life” certificate.

The qualitative and quantitative expansion of child-care is one of the Federal Government’s most important socio-political endeavours this legislative period.

As a first step, the Federal Government drew up the programme “future, education and child care“. From 2003 until 2007, the Federation will make available a total of €4 bn for setting up and extend the range of full-time day schools.

The second step is a noticeable expansion of child-care facilities at the elementary level, foremost for children below the age of three.

From 2005, the Federal Government will make available €1.5bn annually for that purpose. The legal basis will be set forth in sections 29 and 30 of the Fourth Act on Modern Services on the Labour Market.

The objective is an expansion of day-care facilities which will be meeting the demand, especially for children below the age of three in Western Germany and the maintenance of all facilities in Eastern Germany. In order to achieve this, a broad and qualified range of day-care facilities is supposed to be provided. The expansion will be phased in from 2005 until 2010. A statutory stipulation of a qualified expansion meeting demand according to certain criteria and the re-assignation of nursery places becoming available to children below the age of three is supposed to come in until the end of this year. Criteria for determining demand are employment, training and further education, parents looking after their children and educational reasons. Book VIII of the Social Code (Achtes Buch Sozialgesetzbuch, SGB VIII) is going to be amended accordingly. The obligation to provide for sufficient places for children of other ages, already existing alongside the legal right to a nursery place for children above the age of three, will be made more precise. The demand ascertained in the municipalities is supposed to be met with child-care facilities until 2010. In addition, the legal regulation on day care will be amended with the objective of training staff for day-care work and to turn day care into child-care supply for children below the age of three and of equal value.

The reform process to improve the quality of child-care facilities is supported by the Federation through internal and external evaluation measures like:
In September 2003, the implementation of the “National quality initiative in the system of day-care facilities for children” (Nationalen Qualitätsinitiative im System der Tageseinrichtungen für Kinder) was launched. This will embrace approx. 3,000 facilities and will prove that the everyday work can be improved with the tools having been developed since 1999.

In the shape of educational and learning histories (Bildungs- und Lerngeschichten) the children’s individual educational careers are supposed to be taken down and supported. A project drawing up the basic conditions and practical tools for the implementation by child-care workers was launched in February 2004.

An expert report was commissioned which will show the preconditions for a pilot scheme “house of children” which will establish up-to-date arrangements focusing family-orientated offers in Germany.

The professionalisation of skilled staff working within and outside (childminders) institutionalised child care in day care is also supposed to be improved by corresponding qualification measures and advice. Some projects are already being supported and more are being planned.

At the beginning of October 2003, an expert report was presented which contained proposals for the refinement of the system of day-care facilities for children. The report is a guideline and a focal point for further discussions with the Länder and municipalities, confederations and business. A joint agreement on the improvement of the quality of education, care and child-raising is supposed to be signed by all parties involved in spring 2004.

Labour market reforms

Both the Acts for modern services on the labour market having entered into force in 2003 in the course of labour market reforms and the Third and Fourth Acts for Modern Services on the Labour Market (Drittes und Viertes Gesetz für moderne Dienstleistungen am Arbeitsmarkt) take the different outlines of men’s and women’s lives into consideration. Here, the Federal Government has a dual approach of gender mainstreaming and specific promotion of women.

It’s these Acts’ objective to provide all people with the opportunity to gain comprehensive independent social security through employment by a restructuring of the welfare state. Placement in jobs takes precedence over funding unemployment. Thus, the basic conditions were laid for a more intensive counselling and support of job seekers through the future job agencies. This facilitates a faster and more tailor-made placement in jobs and training measures, which benefits men and women on an equal footing. The outline of services to be rendered also provides for a reconciliation of family and working life. Pursuant to section 8a of Book III of the Social Code (Drittes Buch Sozialgesetzbuch, SGB III) the time, contents and organisation of benefits and measures has to take men’s and women’s life situations into consideration if they look after children needing supervision or after relatives in need of care or re-enter the job market after such periods. Section 8b Book III of the Social Code, explicitly mentioning benefits for people re-entering the job market, additionally stresses the significance of this.

The German Bundestag resolved on the implementation of the labour markets reform (proposals of the so-called Hartz commission) to be evaluated. Within the framework of this evaluation, the
impact on certain groups of people and gender-specific consequences will also be included. The evaluation’s results will be available in autumn 2005.

In addition, specific measures for the promotion of women by balancing out existing disadvantages are supposed to improve the career situation of women. Here, the active labour promotion measures work towards the elimination of existing disadvantages. Section 8 SGB III provides for a minimum promotion ratio for women, which opens up the possibility to pursue an above-average promotion of women until complete equality of men and women on the labour market is achieved.

Even today, women benefit at an above-average rate from labour promotion by the Federal Employment Agency (the Federal Employment Office now renamed). 42.6% of the participants in measures of active labour promotion between December 2002 and November 2003 were women. The original target figure of 40.9% was thus exceeded by a wide margin.

Promotion of women in the private sector/stocktaking

Equal opportunities for men and women in the private sector is still driven forward by various measures like

- the implementation of the agreement between the Federal Government and German business’ umbrella organisations dated 02 July 2001,
- the establishment of a National Anti-Discrimination Office pursuant to what’s laid down in EU Directive 2002/73/EG,
- supporting the association Total E-Quality,
- the development of a better monitoring of women in managerial positions,
- the establishment of a Federal Women’s Portal on the Internet (see Part 3), and

The implementation of the agreement signed between the Federal Government and German business’ umbrella organisations for the promotion of equal opportunities and family-friendliness in business and the headway made was taken stock of for the first time and the results published in January 2004. The published inventory is broken down according to the agreement’s items, i.e. it takes stock of the areas training and further education, career support and reconciliation of family and working life. Besides an analysis of various data, interesting best-practice examples are presented and successful private-public partnerships highlighted. The results contain precise conclusions and the authors come up with new joint objectives and activities.

For the implementation of the afore-mentioned EU Directive on equal opportunities, which is supposed to be carried out along two further EU Directives of that kind, a bill is currently drafted. Besides the establishment of an anti-discrimination office which is going to have a kind of ombuds function for those concerned, this draft will also deal with regulations for the protection against gender discrimination in working life.
The international conference "Towards Power – Women in decision-making positions in business" scheduled for June 2004 will be carried out together with the Federal Confederation of Employers (Bundesvereinigung der Deutschen Arbeitgeberverbände) and the German Trade Union Confederation.

**Business start-ups**

One central feature of our economic policy is the promotion of female business starters. The Federal Government supports women who want to set up self-employed businesses with specific advice and funding programmes.

With the offensive Pro SMEs (Pro Mittelstand), the Federal Government aims at reinforcing the productivity and competitiveness of small enterprises and the professions. It accompanies the tax and labour market reforms and, at the same time, signals more growth and employment politically. The measures taken in this context also benefit female business starters.

The Global Entrepreneurship 2002 report on Germany points out huge deficits with regard to the activation of female start-up potential.

A special analysis of the micro census by the Federal Statistics Office (Statistisches Bundesamt) on behalf of the Federal Government for the first time provides gender-specific and detailed information on start-ups. The most important result is that start-ups in side-line and supplementary employment thus far are either not depicted precisely statistically or not taken into consideration at all.

The special analysis of the micro census for 2001 found 407,000 people in side-line self-employment. These include part-time start-ups by women with families. In 2001, there were 55,000 start-ups of that kind (side-line), which was 20% of all start-ups in Germany. Most German start-ups occur in the service sector, a sector where women are strongly represented.

In order to make it easier for women to start a job, the Federal Government supports a supra-ministerial agency for female business starters. The objective is to contribute to an environment friendly to female business starters and to increase the number of businesses started up by women. Existing and future female entrepreneurs can get targeted information about measures and qualification available.

The reform of the Crafts Code (Handwerksordnung), having entered into force on 01 January 2004, makes it easier for women too to start up their own business or take over a business without having to pass the cost and time-intensive master craftswoman examination. Journeywomen and journeymen of the trades requiring licensing denoted in Appendix A of the Crafts Code now have the chance to get registered in the register of craftsmen after six years of professional experience, four thereof in a managerial position, without further examination.

Since it’s especially female business starters with a low borrowing requirement who have problems of obtaining a loan from their principal bank, the promotion programmes START-UP MONEY (Startgeld) (funding volume up to €50,000) and MICRO-LOAN (Mikro-Darlehen)
funding volume up to €25,000) of the KfW banking group provide access to capital for small business start-ups.

The further adjustment of basic conditions, procedures and tools of promotion to the structural changes among start-ups in Germany is the Federal Government’s declared objective.

**Income gaps**

In order to further reduce gender-specific income gaps, the Federal Government takes every effort to ensure application of the principle “equal pay for equal work” (Article 141 of the EC Treaty). This includes the development of appropriate pay structures which is a matter of collective bargaining processes. To reduce pay and income gaps between men and women the following measures, among others, have been taken:

- A number of initiatives and projects aiming at raising the awareness of pay discrimination in the public and to sensitise those responsible, disseminate positive examples and develop political perspectives and strategies were partly funded by the European Union and carried out jointly by the Federal Government and trade unions, especial the international conference “Equal Pay“ in June 2002. The result was the publication of a conference documentation and a compendium “Equal Pay“.
- The report on the state of equal opportunities for men and women which the Federal Government will present to the German Bundestag for the first time this legislative period will have a specific section on pay equality. Relevant data are supposed to be analysed and evaluated.
- The review of the Federal Salary Scale (BAT) concerning potentially discriminating items is supposed to be carried out within the framework of talks on the modernisation of bargaining law. Unions and management have committed themselves to conclude the realignment, which, as an essential objective, is to include freedom from discrimination until 31 January 2005.

**G. Women in positions of power and decision-making**

In the European Parliament of 99 MEPs 37 are female, which is a ratio of women of 37.4 % and it is thus higher than in the Bundestag.

The proportion of women in the German Bundestag has continually risen over the past few years. In 2002, 603 members were returned to the 15th Deutsche Bundestag, 198 thereof women, which is a proportion of women of 32.8 %, compared with 30.9 % in the general election of 1998. 251 members of the SPD include 95 women (37.85 %); 55 members of Bündnis 90/Die Grünen include 32 women (58.18 %); 57 of 248 CDU/CSU members are female (22.98 %) and 12 of 47 FDP members are female (25.53 %). The PDS has two members, both female.

Two of the Deutsche Bundestag’s Deputy Speakers are women. 9 women head 21 of the 15th Deutsche Bundestag’s standing committees, which is roughly 43 %. In 2004, there are six female ministers in the Federal Cabinet: Federal Ministry of Justice, Federal Ministry for Consumer Protection, Food and Agriculture, Federal Ministry for Health
and Social Affairs, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Federal Ministry for Education and Research, Federal Ministry for Economic Cooperation and Development.

Even in ministries hitherto having been purely male domains (e.g. Federal Ministry of Foreign Affairs, Federal Ministry of the Interior, Finance Ministry) women serve as parliamentary secretaries. However, there is no female permanent secretary in the Federal Government.

The Federal Government promotes special monitoring projects. One title, for example, is “Development of a concept for the professionalisation of up-and-coming female members of parliament”

The 318 national bodies surveyed in the Bodies Report in 2001 had a total of 7,794 members with a proportion of women of 15.9 % on average. 68 of the 318 bodies surveyed still had no female members at all, which is a share of 21.4 %. In comparison, the share of bodies without female members in the Second Bodies Report had stood at 28.7 %.

There are differing proportions of women in the individual Länder.

The proportion of women in the State Parliaments (Landesparlamente) ranges from 21.9 % in Baden-Württemberg to 41 % in Bremen.

In the State Governments (Landesregierungen) the proportion of women ranges from 8.3 % in Saxony to 44.4 % in Schleswig-Holstein. A woman has for the first time been head of government in Schleswig-Holstein since May 1993.

Over the past few years, the Parties have increasingly taken measures to increase the proportion of women and to support equal opportunities for women in their organisations. Most parties have introduced quota systems and the parties’ women’s organisations play an important role here.

? In the SPD, every gender has to have a representation in party positions and seats at every level of at least 40 %.
? In the CDU, at least in the first round of elections there has to be a participation of women in party positions and seats of a third. The second and following rounds of elections don’t require a quota.
? In Bündnis 90/Die Grünen, women have to have a representation of at least 50 % in all national bodies of the party.
? The FDP opposes a quota system as a means of promoting women within the party.

I. **Women’s human rights**

The Federal Government has globally (Africa, Asia, America, Eastern Europe, CIS) supported NGOs in their work of raising the awareness of the significance of the human rights of women and of showing legal and political means of enforcing them, primarily in combating any kind of violence against women (harmful traditional practices, domestic violence, trafficking in women and children).
When carrying out projects, especially in sensitive countries like Afghanistan, care is taken that the participation of women is as extensive as possible. Projects were carried out here with regard to the constituent and election process, especially registering to vote and human rights preparatory measures by the police, and funded with about €655,000.

Supporting the Afghan Ministry for Women through capacity-building measures worth approx. €600,000 (advice €400,000, UNIFEM framework project women’s day €200,000).

In the run-up to the constituent Loya Jirga workshops, the Federal Government funded the civil society workshop in the Afghan regions with €218,000. The workshop focused on enabling the society and the Loya Jirga participants to come to an informed decision on the constituent process and the contents of the constitution before the consultations on the constitution commenced. One component of the workshops was the significance of the formal mainstreaming of genders in the Afghan constitution. It was seen to a balanced participation of both men and women when supporting this project.

The Federal Government promotes the dispatch of German election monitors in international election monitoring missions. The proportion of women at the managerial level of election monitoring missions <core team> is particularly high.

Germany is still one of the most important target countries for trafficking in women. The nationwide working group on trafficking in women the Federal Government convened for the first time in 1997 coordinates the numerous activities in this area and embodies an integrated approach in the fight against trafficking in women. Important measures for the protection of victims were taken, e.g. amended regulations on laws concerning aliens providing victims of trafficking in human beings with a period of consideration of at least 28 days before they are obliged to leave the country. In order to better protect victims staying in Germany to give testimony in court, on the initiative of the nationwide working group a cooperation concept between NGOs and the police was drawn up which is now realised in many Länder. Victims of trafficking in human beings which are taken care of within the framework of such a programme can be given a work permit since 2001.

According to the annual situation reports by the Federal Criminal Police Office (Bundeskriminalamt, BKA) the number of trials with regard to trafficking in human beings is in decline while the number of victims is more or less unchanged, although increased activity and sales in this area of crime should be assumed. In order to find reasons for the decline in the number of trials, the Federal Government commissioned a scientific study with the results published in summer 2004.

In the course of the implementation of the EU framework resolution for combating trafficking in human beings dated July 2002, an amendment of the definition of “trafficking in human beings” in the Criminal Code is currently examined.

**J. Women and media**

Women have a strong presence in the various fields of media though hardly in top positions.
In the print media, women are increasingly able to assume leading positions. All schools for journalists, for example, are currently headed by women. In national newspapers, however, they are not really represented in top positions.

The proportion of women in public broadcasting companies according to a study done on behalf of the States Media Institution (Landesmedienanstalt) is 44%. With regard to managerial positions in public broadcasting, the proportion of women has more than doubled from 6% in 1985 to 14% today. The proportion of women in private broadcasting companies in managerial positions stands at 25%, although – in contrast to public broadcasting – private stations don’t have women promotion programmes featuring a quota system. Meanwhile, private stations broadcasting nationwide also have two female managing directors.

In the news, women are primarily mentioned as victims. News on disasters, violent acts and accidents are frequently featured, and women most often mentioned if they were involved in such events as victims (18.7%). It’s not surprising that women at 21% are far ahead of men (5%) in being featured in such news when their family status is mentioned. Also, in Germany women are at the centre of news at a rate of only 6% with the highest rate in newspapers at 14%.

The German Advertising Council (Deutscher Werberat), a voluntary controlling body of German advertising business, on the initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the German Council of Women (Deutscher Frauenrat) has taken on the task of serving as a complaints authority with the objective of reducing the number of advertisements discriminating against women and to include feminist policy aspects in the evaluation of advertising means.

K. Women and the environment

The Federal Ministry for the Environment (Bundesumweltministerium, BMU) launched the implementation of gender mainstreaming in environmental policies in spring 2000. The first stage involved the development of a suitable Gender Impact Assessment. Within the framework of a pilot project, a method was developed to show the relevance of gender in environmental measures in a law-making example – the amendment of the radiation protection order. The method was refined in the ensuing testing and checked for its transferability to other measures.

Important elements of Gender Impact Assessment were included in the compendium “Gender Mainstreaming in the preparation of law-making” (Gender Mainstreaming bei der Vorbereitung von Rechtssetzungsmaßnahmen) and in the development of further aids to be used in all Federal Ministries.

In addition, the Federal Ministry for the Environment took the issue of gender mainstreaming to environmental and nature conservancy associations. There is a regular exchange of experiences with associations which are committed to linking gender and environmental protection and sustainable development. At the same time, over the past few years the BMU has supported relevant projects carried out by such associations. Furthermore, the BMU calls upon all environmental and nature conservancy associations to take more consideration of gender aspects
both in their projects and their other work. The cooperation and exchange of experiences with the ministries for the environment of the Länder on the implementation of gender mainstreaming in their respective purviews has also been intensified.

The BMU’s activities also provoked interest at UNEP. In February this year, for the first time the implementation of gender mainstreaming in German environmental policies was presented at a Women’s Consultative Seminar in Nairobi. The outcome of the seminar included the agreement on further discussions of this issue at an international conference in 2005.

Supported by the EU Commission, the Federal Government currently promotes the project “Climate for Change: Gender Equality and Climate Policy”, which is aiming at an improvement of the participation of women in climate policy decisions, and especially so in local climate policy decisions.

Among the project’s objectives we find:

- To carry out a current-status analysis of the conditions for the participation of women in formal and informal climate policy decisions
- To draw up methods and tools to improve the situation
- Sensitisation of local decision-makers in climate policy for an equal participation of women
- To strengthen local networks in order to bring about equal opportunities in the municipalities.

L. Girls

The Federal Government is aware of the fact that young women and girls don’t make full use of their potential career choices. That’s why it attempts to interest young women in jobs predominantly done by men, e.g. through the training project “idee-it“. The nationwide day of action “Girls’ Day” is particularly successful. It allows female secondary school students of the grades 5 – 10 to get insight into technical and IT- jobs. Companies, scientific institutions, authorities and associations open their doors every year in order to thereby broaden the range of girls’ career choices. The fourth nationwide “Girls’ Day “saw a record rate of participation: over 5,200 companies, authorities and institutions provided places for over 112,000 girls. No less than 43.1 % of the girls interviewed were interested in a work placement or traineeship in the company visited. The campaign is to be continued over the next few years.

The obligation to implement gender mainstreaming was also included in the guideline on measures for children and youth support, which for these institutions means to deal with this strategy. The implementation of gender mainstreaming is also supposed to improve and upgrade individual measures and projects through the consideration of gender-specific aspects.

Within the framework of the 5th EU Action Programme for equal opportunities for men and women 2001-2005, the project “GAP Europe – participation and sustainable development” (GAP-Europe Partizipation und nachhaltige Entwicklung) was carried out, funded by the EU Commission and the Federal Government. The long-term objective is to increase girls’ and young women’s societal commitment and to attain a higher rate of participation in political, economic and social decision-making processes. For that purpose, a study was conducted on the
participation of girls and young women in exemplary fields of politics, the environment, natural sciences and technology. The study focused on qualitative participation and thus the actual influence exerted by young women in Germany, Italy and Austria.
Part 3  Institutional mechanisms, like structures and measures, to promote women

**Federation**

At the federal level, there are the following public institutions whose task it is to ensure and implement equal opportunities for men and women:

- Committee on Family, Senior Citizens, Women and Youth of the German Bundestag
- Committee on Women and Youth of the Bundesrat (The Bundesrat represents the interests of the federal states)
- Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

**Gender Mainstreaming**

The Federal Government's obligation to implement an effective equal opportunities policy derives from Article 3, para 2 of the Basic Law. On 23 June 1999, the cabinet resolved on acknowledging equal opportunities for men and women as an ongoing guiding principle of its actions in the meaning of gender mainstreaming.

In order to implement gender mainstreaming, the Federal Government developed an implementation concept with an inter-ministerial working group (Interministerielle Arbeitsgruppe) “Gender Mainstreaming“ (IMA) at its centre. It convened for the first time in May 2000 under the overall control of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. The members are heads of department who are responsible for the introduction of gender mainstreaming in their respective ministries. IMA accompanied and supported the pilot stage, which was concluded in December 2003 with the ensuing “network of knowledge” (Wissensnetz) and checklists, e.g. for legislation and PR, with more than 30 pilot schemes in various Federal Ministries.

**GenderCompetenceCentre (GenderKompetenzZentrum)**

The GenderCompetenceCentre supported by the Federal Government was opened at Humboldt University in Berlin in October 2003. It is supposed to support the implementation of gender mainstreaming in the Federal Government. Its main task is to give advice to the Federal Ministries on the implementation on gender mainstreaming in structures and planning in individual projects like bills or campaigns and through strategic project-related advice. In the medium-term, it will serve as a coordinating and mediation body between university and non-university institutions providing gender advice and those in politics and administration requesting such knowledge. Within the framework of the scientific work and data analysis, the GenderCompetenceCentre is supposed to identify gender aspects in the political areas in order to come up with policies for particular target groups and thus make them more successful. Information is made available at www.genderkompetenz.info.
Federal Equal Opportunities Act

The Act on Equal Opportunities between Women and Men in the Federal Administration and Federal Courts (Bundesgleichstellungsgesetz – BgleiG) promotes equal opportunities in the Federal Administration through a number of effective regulations, e.g. a performance-related, open quota system and an obligation to apply gender mainstreaming in all areas. This Act strengthened the rights of the equal opportunities representatives, e.g. through mandatory approval, involvement as early as possible, the right to object and to bring a suit.

Therefore, the Federal Equal Opportunities Act improves women’s chances at the start of their career and for promotion in the Federal Administration considerably and is going to lead to a substantial increase in the proportion of women in managerial positions. After all, thus far the number of women in managerial and top positions there is fairly small.

Federal Act on Appointment to Bodies (Bundesgremienbesetzungsgesetz)

The Act on the Appointment and Dispatch of Women and Men to Bodies within the Sphere of Federal Influence aims at an equal participation of women in these bodies. This Act embraces over 1,000 bodies like advisory councils, commissions or committees (Beiräte, Kommissionen, Ausschüsse) for which the Federation is either the appointing institution (bodies at the federal level) or dispatches members to non-federal bodies.

The German Bundestag receives a report on the development of the proportion of women in bodies within the Federation’s sphere of influence every legislative period.

Länder

All state governments feature equal opportunities ministries.

The ministers or senators responsible for equal opportunities in the Länder meet once a year with the Federal Minister for Equal Opportunities at a conference where experiences and opinions on equal opportunities policies are exchanged.

The Länder all have their own equal opportunities acts.

Municipalities

Local authorities now feature more than 1,900 local equal opportunities or women’s representatives with a coordinating body located in Berlin.

Cooperation with NGOs/women’s associations

In the field of equal opportunities for men and women, the Federal Government cooperates with NGOs and grants them an active role, e.g. through regular consultation, membership in inter-ministerial working groups, participation in law-making and including them in the German delegation to the UN Commission on the Status of Women.
The Internet’s technical opportunities provide huge chances for equal opportunities representatives, NGOs and networks of female experts.

An Internet service for women’s and equal rights representatives and other interested people can be found at “www.gleichberechtigung-goes-online.de“, which is operated by the Networking Office for Equal Opportunities and women’s and equal opportunities representatives (Vernetzungsstelle für Gleichberechtigung, Frauenbeauftragte und Gleichstellungsbeauftragte). It features a news ticker with updated information and, funded by the Federal Government, a virtual archive and conference rooms about matters of equal opportunities.

The German Council of Women (Deutscher Frauenrat) has developed an Internet communication platform for its member associations to participate in current equal opportunities affairs and is supposed to facilitate an easy communication and coordination of the dispersed member associations. The German Council of Women and its member associations go public with its newly arranged website (www.frauenrat.de) on which journalists, MPs, feminist networks, international visitors have easy access to information on equal opportunities.

**Establishing a nationwide women’s portal**

The Federal Ministry for Women is planning to establish a nationwide women’s portal which collects, focuses and networks information on employment of women with regard to the issues job, career and business start-up.

**Dissemination of UN equal opportunities policies**

The Federal Government disseminates UN Conventions and policies on equal opportunities on the Internet and among relevant addressees. The Fifth CEDAW National Report, for example, was discussed in the German Bundestag.
Part 4 Remaining challenges, future projects and initiatives

Report on the state of equal opportunities for men and women in Germany

The life situations of men and women and the Federal Government’s policy to promote equal opportunities between the genders shall be relayed to the German Bundestag and the public. Special attention is supposed to be paid to the issue of equal pay.

Finishing the report in coordination with the ministries is scheduled for 2005. It is then planned to be discussed in Cabinet and the German Bundestag.

Gender Mainstreaming

The main task of the afore-mentioned IMA at the moment is the “broad” implementation of gender mainstreaming, i.e. everyday work in all the ministries’ purviews. This requires targeted further education, personnel development, raising the level of acceptance, the optimisation of working aids and of controlling. One of the objectives is to use gender mainstreaming as a tool for impact assessment and optimisation of projects with a view to more sustainability and efficiency. This is also supported by the Federal Government’s website www.gender-mainstreaming.net.

Women and health

The Prevention Act scheduled for this legislative period is supposed to be the first step to expand prevention as an independent pillar in the healthcare system and to promote health. One important goal is: the alignment of preventive services to particular target groups and embedding the gender mainstreaming approach.

Violence against women/human rights

Among the Federal Government’s priorities are the continuation of the Action Plan to combat violence against women.

In this area, further low-threshold offers should be tackled on the basis of the results of various studies available in autumn 2004, e.g. a nationwide hotline “violence against women”.

With regard to trafficking in human beings, one of the important tasks over the next few years will be to provide adequate training for police and the judicial branch in the course of the coordination of the definition of crimes with the UN Optional Protocol.

In addition, further measures will be developed in the field of the protection of victims (sexual and labour exploitation).
Violence against disabled women

Since mid-2002, politics increasingly has turned to the issue of sexual violence against disabled women. The question why disabled girls and women are differently (stronger) affected by sexual violence compared with non-disabled women is frequently asked. Often, disabled women or girls have encountered discrimination or violation of limits in the usual therapies or treatments and learned not to bring them up lest the therapy is unsuccessful. Thus, for them a violation of limits in the shape of a sexual attack is harder to discern than it is for non-disabled women and girls.

Disabled women may experience this threat in their entire surroundings, the family, institutions of support for the disabled or in rehabilitation facilities. Disabled men are also affected.

The Federal Government has taken measures to counteract this problem. Book IX of the Social Code provides for self-affirmation courses for disabled girls in an expansion of medical rehabilitation sports (section 44 SGB IX). As an example for comprehensive provisions the project “Federal Coordinating Body Disabled Women” (bundesorganisationstelle behinderte frauen) supported by the Federal Government contains a poster to be displayed in workshops, vocational training facilities (Berufsförderungswerke and Berufsbildungswerke) and drawn up in cooperation with People with Learning Disorders (Menschen mit Lernschwierigkeiten) and the brochure on the Employees Protection Act (Beschäftigtenschutzgesetz), in simple language and with additional information for the institutions’ management and staff, titled “Hands off!” (Mit mir nicht) shall suffice here.

In addition, on 01 April 2004 the Act on Amendments of the Regulations on Crimes against Sexual Self-Determination and other Amendments of Regulations” (Gesetz zur Änderung der Vorschriften über die Straftaten gegen die sexuelle Selbstbestimmung und zur Änderung anderer Vorschriften) entered into force, providing marked improvements in the protection of disabled women in criminal law.

Balancing family and working life

Balancing family and working life is another priority of the Federal Government. Family Minister Renate Schmidt and entrepreneuress Liz Mohn, Bertelsmann, founded the “Alliance for the family” in summer 2003, in which partners from politics, business and associations participate. The cooperation consists of regular coordination by a “group of primers”, bilateral and multilateral projects and expert reports by renowned experts.

The project “Work-life-balance driving economic growth and societal stability“ (Work-Life-Balance als Motor für wirtschaftliches Wachstum und gesellschaftliche Stabilität), in which an employers’ association, renowned companies, the Federal Ministry for the Economy and Employment and the Federal Ministry for Family Affairs, Senior Citizen, Women and Youth cooperate, assesses the impact of balancing concepts on companies, employees, the economy and society. The companies’ balancing tools are analysed and evaluated on the basis of an integrated framework concept, with first results scheduled to come in in spring 2005.
On behalf of the Federal Government and the Central Confederation of German Trades (Zentralverband des Deutschen Handwerks, ZDH) a study is conducted which examines specific possibilities for more family-friendly work in skilled trade enterprises. The results will be presented in autumn 2004.

The creation of a nationwide network of companies is scheduled for 2004 and 2005. The objective is a mutual utilisation of existing information and action guidelines via a networking of companies and institutions in order to promote the implementation of work-life-balance concepts, recruit new players and strengthen the cooperation with municipalities. A manual will be published at the end of 2005.

**Child-care facilities**

The insufficient number of child-care facilities is still a major obstacle to the participation of women in working life and their professional advancement. Therefore, the Federal Government is going to increase its efforts to reduce the shortage of child-care facilities for children of any age. Despite financial constraints, the Federal Government is making available €4bn for setting up and expand full-time day schools between 2003 and 2007 (investment programme “future, education and care”, Investitionsprogramm “Zukunft Bildung und Betreuung”) and from 2005 will provide €1.5bn annually to extend the range of child-care facilities. Furthermore, the Federal Government will launch a bundle of other measures to improve the quality of child care.

Moreover, the Federation is going to ensure through legal regulation phased in from 2005 until 2010 a sufficient expansion of day care for children below the age of three in Western Germany and the maintenance of the facilities in the Eastern Länder.

**Women in the economy**

A multi-dimensional approach is supposed to achieve a further reduction in still existing disadvantages in careers and a narrowing of income gaps. All causes shown in detail in the Federal Government’s report on the job and income situation of men and women published in 2002 are included. Here, the Federal Government has a dual approach of gender mainstreaming and specific promotion of women.

Germany wants to attain the objective of the Lisbon European Council (a women employment rate of 60% until 2010) and to reduce the still existing disadvantages in careers and income. With regard to a reduction of gender-specific discrepancies in the unemployment rate, Germany may serve as an example compared with EU peers.

Concerning the future demographic pattern and the ensuing manpower shortage, the employment of women is getting ever more important. Thus, the Federal Government is committed to a better integration of women in business life. Important goals are to raise the overall employment rate of women, to increase their proportion in future-orientated jobs and managerial positions and to narrow income gaps between men and women.
Equal opportunities in working life

Important endeavours aiming at an improvement of equal opportunities in working life are the evaluation and accompaniment of labour market reforms in terms of women-specific aspects, the refinement of the agreement with business associations, the development of better monitoring and evaluation tools and setting up an Internet network “Women make a career” (Frauen machen Karriere).

The Government’s programme “Information Society Germany 2006’s” (Informationsgesellschaft Deutschland 2006) central plank is the improved participation of women in how the information society is going to look like. The equal Internet participation, to a large extent already achieved, aside, it's now all about a further mobilisation of women for traineeships and university subjects in IT. The competence centre “Women in the information society and IT” (Frauen in Informationsgesellschaft und Technologie) funded by the Federal Government provides important support here.

Implementation of Anti-Discrimination Directives

An important measure for the implementation of these objectives in the near future is the implementation of the EU Anti-Discrimination Directives.

Business start-ups

Another goal of the Federal Government is to have a more targeted development of the career and business potential of women within the framework of its SMEs policies and to use it for economic growth.

Supra-ministerial measures like the promotion of the nationwide agency for female business starters are supposed to improve basic conditions for starting up an enterprise and to increase the rate of female business starters. Regional alliances for the promotion of a start-up-friendly environment for men and women will be initiated.

Women and the environment

The future priority in the area of women and the environment is the stabilisation of the implementation of gender mainstreaming, which requires a sustainable organisational implantation.

In addition, The Federal Ministry for the Environment still intends to take the results of its activities for the implementation of gender mainstreaming into international discussions. It’s currently checked what the German contribution to the Global Women’s Assembly in autumn 2004 planned by UNEP may look like.