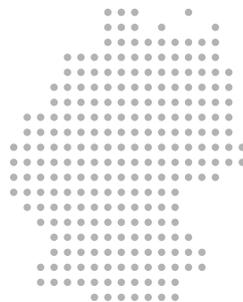


Germany

Women in decision-making: **1.57/5**

Socio-economic position of women: **2/5**

Violence against women: **3.5/5**



UNDERSTANDING GERMANY

Women's overall employment rate in Germany has shown a consistent upwards trend, but the absolute volume of women's labour market contribution remains stagnant due to the predominance of part-time work for women (45,5%). Most women in Germany do not earn a living wage and are economically dependent on their partners. This is in large measure due to insufficient care provisions, which make it impossible for many women to work full-time. 50% of dependent elderly persons receive no formal care. Only 20% of infants under 3 are in formal childcare, and women's employment rate drops by 19.3% when they have children under 12; men's rises by 6.7%.¹ This segregation is upheld through a tax system based on combined family income, which represents an incentive for women to stay home or take on low-income jobs. Since 2006, women's economic dependence has been further reinforced by the allocation of unemployment allowance based on household rather than individual income.

In terms of violence against women, Germany in 2007 adopted its second National Action Plan with a gender perspective. Attitudes to violence against women have changed significantly in recent years, with 86% of people saying it is unacceptable and should always be punishable by law, up from 53% in 1999.² Some 25% of women aged 16-85 have experienced physical or sexual violence at the hands of their intimate partner.² The first German help line for Violence against women was established in 2012.

The decriminalisation of procuring in 2002, introduced in an attempt to improve the living conditions of women in prostitution, leaves large numbers of women vulnerable to sexual exploitation and trafficking. According to police reports, the number of women trafficked into Germany for sexual exploitation increased by 70% between 2005-2010.

TRENDS:



In 2011, Germany's biggest 30 firms signed a pledge to increase the number of women on boards, with targets varying from 12% by 2014 to 35% by 2018. In 2011, women held just 3.7% of executive board positions. In December 2011, female representatives of the 6 main political parties, together with women's associations, adopted the 'Berlin Declaration' calling for binding legislation for parity on boards. Prominent women from the entire political spectrum, civil society and business have since signed the declaration.



Since 2009, gender equality policy measures are not a political priority in Germany and few new measures have been introduced or considered. A non-binding flexi quota for women on boards has proven ineffective. A proposed childcare subsidy for stay-at-home parents has been criticised as counter-productive by women's associations.

In 2010, funding was cut for labour market integration strategies which were particularly beneficial for women as their workforce participation is drastically lower than men's. The budget was cut from EUR 6.6 billion in 2010 to EUR 4.4 billion in 2012 and is foreseen to reduce further to EUR 3.9 billion in 2013.

In 2007, the official retirement age was increased to 67. Although one of the initial goals of the reform was to tackle the poverty of elderly women, the new criteria to qualify for a full pension are so high that they cannot be met by most women.

Highlights

33%

women in parliament and 38% senior ministers

3%

women presidents of the largest companies

23.1%

gender pay gap

21.9%

gender gap in full-time employment rates

26%

gender employment gap for parents of children under 12

0.84

women's shelter places per 10,000 inhabitants

¹ Special Eurobarometer 344 - 2010.

² German Ministry of Family, Senior Citizens, Women and Youth, "Health, safety and health of women in Germany" (2004)