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Statement by

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for the "High Level Dialogue"

**at the 54th session of the United Nations Commission
on the Status of Women (1 to 12 March 2010)**

3 Messages

1. The current challenges in a globalised world have immediate impacts on equality policy,
2. Modern equality policy is life cycle policy,
3. The new UN Gender Equality should be set up and operative soon
4. The issue of women in armed conflicts belongs among the canons of our equality policy

Mr. Chan,

Ladies and gentlemen,

The German delegation will join itself with great pleasure that the Minister of Equality of Spain has delivered on behalf of the European Union. Allow me to add just a few points from the German perspective.

In the 15 years since the Beijing Platform for Action was adopted, we have achieved remarkable progress worldwide, and the Commission on the Status of Women is instrumental in achieving this. The Platform for Action is the only Road Map for Gender Equality, and for the improvement of the status of women which has been universally accepted. Nevertheless, we must further develop the strategies for achieving the actual equality of women and men over the long term – both on the national and the international level.

May I briefly touch on our current political challenges:

First

In concrete terms, the current situation is determined by the consequences of its various international financial crisis. Specifically, Germany's monetary policy is facing up to the challenge of overcoming the economic downturn as fast as possible.

To be successful in meeting this challenge, it takes the commitment of both sexes. Of course, important work is done in strengthening of responsibility in solidarity. A policy of an opportunities cannot but reinforce this.

Let us first of all take a look at the labour market. The crisis has triggered worldwide unemployment, with women being affected to a different degree.

In Germany, the crisis first showed an impact on many women's employment rates. Branches employing large numbers of women such as the health care, education and other service sectors proved, for the most part, to be crisis resistant.

This is leading to a situation where women increasingly take on the role of family breadwinner.

On the downside, the gross hourly wages paid to women are still clearly below those earned by men. As a result, families

who have to rely on a female breadwinner are exposed to a greater risk of poverty.

The gainful employment of women, the income they contribute and their educational advancement opportunities have taken an enormous impact on the family situation. Accordingly, we are intensifying our equality policy efforts to make "equal pay for work of equal value" and "more women in executive positions" a reality.

- A current measure in Germany introduced as an example from Switzerland — is the company self-test called "Logib-D": Logib-D supports businesses in identifying their own company's gender equality issues. A sustained counselling service helps Logib-D businesses identify the causes of the possible problems in the company.
- Another important aim of the Federal Government is to raise the number of women in leadership positions both in business and in the civil service. This is why we are developing a gender equality plan with measures that are tailored to fit the various sectors.

Second

Nowadays, equality policy must be designed as a **life cycle** policy, offering targeted assistance during the critical transitions in the life cycle. Gendered transitions in a management can be

vent the risks inherent in unilateral decisions from systematically acting to the detriment of women and girls.
Our aims, the Government will support women and girls in three phases, for instance through

- the parental allowance with its recent extension to 18 months to promote the sharing of family tasks in the first year of the child's life...
- a programme called "vocational training for a new perspective" that supports women who wish to re-enter the labour market after a prolonged family absence.

Next year, we intend to develop a master plan with binding targets and concrete measures aimed at improving the equal participation of women and men in decision-making cycles.

Third

This year – the 15th anniversary of the Beijing Declaration and the United Nations are taking a great step towards the better implementation of the objective of gender equality.

The establishment of the new Gender Entity will be a milestone for making equality and the equal participation of women and men a reality. I have high hopes in our common endeavour to make the new Gender Entity operative within a short period of time.

Fourth

Not only the financial and economic crisis but also the international security situation affects men and women worldwide in a gender-specific way.

Specifically, we fully endorse the demands of Security Council Resolution 1325. In this context, we urge that women in armed conflicts not be perceived as mere victims but that their role in peacebuilding and conflict resolution be actively supported. We strongly believe that women should be included in peace negotiations and reconstruction efforts.

We also strongly believe that women should participate as equal partners in both peace negotiations and reconstruction efforts. This is why, within the framework of its international cooperation, the Federal Government finances, for example, measures aimed at promoting gender equality in Afghanistan, at strengthening the political participation of women affected by the conflict in Colombia, and at eliminating sexual violence in the Democratic Republic of Congo.

Since the adoption of Security Council Resolution 1325 in 2000, Germany has fulfilled many measures to complement the demands established therein on a bilateral

In times of globalisation, individual and inter-individual quality, productivity must be understood as two sides of the same coin.

It is in this spirit that we wish to continue our active collaboration.

Thank you very much for your attention.