



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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COMMITTEE ON THE ELIMINATION OF  
DISCRIMINATION AGAINST WOMEN

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER  
ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL  
FORMS OF DISCRIMINATION AGAINST WOMEN

Second and third periodic reports of States parties\*

GERMANY

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\* For the initial report submitted by the Government of the Federal Republic of Germany, see CEDAW/C/5/Add.59 and Corr.1; for its consideration by the Committee, see CEDAW/C/SR.152 and CEDAW/C/SR.157 and Official Records of the General Assembly, Forty-fifth Session, Supplement No. 38 (A/45/38), paras. 51-92.

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## I. INTRODUCTION

1. In 1985, the Federal Republic of Germany ratified the Convention on the Elimination of All Forms of Discrimination against Women of 18 December 1979. The ratification act came into effect on 26 April 1985. The Convention was consented to with the proviso that article 7, subparagraph (b), of the Convention would not be applicable insofar as it is contradictory to article 12 (a), paragraph 4, second sentence of the Basic Law of the Federal Republic of Germany (women "may on no account render service involving the use of arms"). With this restriction, the provisions of the Convention are directly valid law in Germany.

2. In March 1988, the Federal Republic of Germany submitted its first report on the implementation of the Convention, pursuant to article 18 of the Convention (CEDAW/C/5/Add.59). In January 1990, the Federal Republic of Germany submitted an update and supplement to this report in preparation for its examination by the Committee on the Elimination of Discrimination against Women at its ninth session (CEDAW/C/5/Add.59/Amend.1).

3. The first report and its supplement were presented and explained to the Committee by the Federal Minister for Women, Ms. Ursula Lehr, on 22 and 25 January 1990.

4. The Government of Germany is now submitting its second and third reports pursuant to article 18 of the Convention, taking advantage of the possibility permitted by the Committee of combining two reports, in order to cover a longer period of time. The new report elaborates on the first report and describes the further development of equal rights in Germany since 1990 with respect to the individual articles of the Convention.

5. The report of Germany to the Fourth World Conference on Women in 1995 focused on different key points in outlining the development of the situation of women and equal rights policy in Germany since the beginning of the 1980s.

## II. LIVING CONDITIONS OF WOMEN IN GERMANY

### A. Unification of Germany

6. On 3 October 1990, German State unity was restored after more than 40 years of division by the accession of the German Democratic Republic to the Federal Republic of Germany. The framework conditions in Germany have thus changed fundamentally since the first report.

7.

members of the new Cabinet. Furthermore, a Commissioner of the Council of Ministers for Equal Rights of Women and Men was appointed.

8. The gradual unification of the two States was coordinated between the freely elected Government of the German Democratic Republic and the Government of the Federal Republic of Germany:

(a) On 30 June 1990, the Treaty on the Creation of a Monetary, Economic and Social Union came into effect;

(b) On 31 August 1990, the Unification Treaty was signed, governing the procedures for State unification;

(c) On 3 September 1990, the Treaty on the Preparation and Implementation of the First All-German Elections to the German Bundestag was signed;

(d) Foreign acceptance of the unification process was secured by the Treaty of 12 September 1990 on the Final Settlement in Relation to Germany, which the two German States signed with France, the Union of Soviet Socialist Republics, the United Kingdom of Great Britain and Northern Ireland and the United States of America.

9. Following the accession on 3 October 1990, the first joint and free elections in unified Germany took place on 2 December 1990.

10. The unification of two societies which had developed in opposite directions for more than 40 years became the most important task of German domestic policy for the new Federal Government. A central element of this was the conversion of the socialist economic and social system of the German Democratic Republic into the economic and social system of the Federal Republic of Germany, which is characterized by its parliamentary democracy, federal structure and social market economy.

11. The key tasks were the establishment of a constitutional administration and the judicial system; an efficient economy and a proficient employment administration; the creation of a uniform pensions law and health-care system; the creation of a modern infrastructure; and the formation of pluralistic social structures.

12. This transformation entails many hardships and strains: job losses, devaluation of professional knowledge and experience, as well as widespread changes in the social environment cause stress and feelings of insecurity among many people in the former German Democratic Republic. Equal rights policy takes on particular significance in this context, as women feel the harsh effects of this process.

## B. Population

13. Since the unification of the two German States, about 81.3 million people, of whom approximately 6.9 million are foreigners, have been living in Germany on an area of approximately 357,000 square kilometres. At 41.8 million

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(51.4 per cent) compared with 39.5 million men (48.6 per cent), women account for the majority of the population.

14. One in three inhabitants lives in one of the 84 major cities with over 100,000 inhabitants; 34 million people, i.e., 42 per cent of the total population, live in communities with less than 20,000 inhabitants, including 7.3 million in villages with less than 2,000 inhabitants. The population density is high in comparison with other European countries: 228 inhabitants per square kilometre referred to the total area of Germany (compared with Greece: 78; France: 105; the United Kingdom of Great Britain and Northern Ireland: 237; and the Netherlands: 372). However, the population distribution is extremely uneven. A population density of 1,263 people per square kilometre is reached in some conurbation areas, such as the Ruhr, while other regions have relatively small populations.

15. In recent years, the age structure of the population has continually shifted in favour of older people. Germany has had one of the lowest birth rates in the world for several years now: only 9.8 live births per 1,000 inhabitants were registered in 1993 (1992: 10.0). Women have a markedly higher life expectancy than men: newborn females have a life expectancy of 79.0 years, while it is only 72.5 years for newborn males. There are almost twice as many women as men in the age group over 65 years (see annex I, table 1.A).

16. Slightly less than half the female population (46.7 per cent) is married (see annex I, table 1.B). On average, single women marry at the age of 26.8 and single men at 29.2. The marriage age in eastern Germany is lower than that in western Germany.

17. The number of marriages in the old Federal Länder dropped between 1950 (535,708) and 1980 (362,408), but then rose again slightly until 1990. The number of marriages in the new Federal Länder also declined. The most dramatic change took place between 1990 and 1991: the number of marriages fell from 101,913 to just 50,529 in this period. In 1993, 442,605 marriages were entered into in the whole of Germany (provisional figure for 1994: 437,505) and there were 156,425 divorces.

18. The average age of mothers giving birth to a legitimate first-born child continued to increase, reaching 26.7 years in the former Federal Republic and 22.6 years in the former German Democratic Republic in 1988.

19. The number of births in the old Federal Länder rose continually between the mid-1980s and 1990, reaching 727,199, but has declined slightly since then (1994: 690,905). In the former German Democratic Republic, the birth rate dropped virtually continually from 1980, although the combined figure of 1,498 up to 1990 was higher than that of 1,450 in the old Federal Länder. In the period from 1990 to 1994, the number of births declined from 178,476 to 78,698. Like the noticeable reduction in the number of marriages in 1990 and 1991 (see above), this reveals just how drastic reactions to the social changes are there.

20. The declining birth rate in the new Federal Länder came to a halt in 1995; between September 1994 and September 1995, a rise of 5.4 per cent in births was recorded.

21. In 1993, 7.9 million married couples and 1.6 million single parents, of whom 1.4 million were single mothers, had children under 18 years of age. There is only one child in more than half of all families, while families with three or more children are rare (see annex I, table 1.C).

### C. Legal and political framework conditions

22. On 22 July 1990, the People's Chamber of the German Democratic Republic resolved to re-establish the Länder, which had been abolished in 1952. The German Democratic Republic thus transformed itself from a centralist State into a State with a federal structure, comprising the Länder of Mecklenburg-Western Pomerania, Brandenburg, Saxony-Anhalt, Thuringia and Saxony. The number of Federal Länder thus increased from 11 to 16 following German unification.

23. The number of parties represented in the Bundestag has also changed, six parties currently being represented there: the German Christian Democratic Union (CDU), the Christian Social Union in Bavaria (CSU) and the Free Democratic Party (FDP) form a coalition Government, while the German Social Democratic Party (SPD), the Bündnis 90/Die Grünen (Greens) and the Party of Democratic Socialism (PDS) from the opposition.

24. The social partners, i.e., the trade unions and the employers' associations, have an important place in the political system of the Federal Republic of Germany. The constitution guarantees them collective bargaining autonomy, i.e., the right to conclude collective agreements with one another, agree on wages and determine working conditions without State intervention. Of the approximately 36.1 million gainfully employed persons, 32.3 million are employed in dependent jobs (1994 microcensus). About 11.7 million gainfully employed persons are organized in trade unions, including about 3.7 million women.

25. The accession of the German Democratic Republic to the Federal Republic of Germany also brought a change in the statutory regulations which had been structured differently in the two German States for more than 40 years. In the Unification Treaty of 31 August 1990, the legal situation in the whole of Germany as of 3 October 1990 was defined in detail and the principles were determined, according to which differences that still existed in regulations were to be jointly resolved.

26. The goal was to ensure that, as far as possible, a uniform legal basis applied in all areas as of 3 October 1990. If this was not immediately possible, different standards remained valid for a cer.





working in commerce and transport (1960: 18 per cent; 1994: 19 per cent) and the building trade (1960: 8 per cent; 1994: 7 per cent) remained relatively constant.

33. The described change in structures had direct consequences for the employment of women, as the proportion of women in the individual sectors is very different. For example, it is about 30 per cent in the manufacturing industry, but about 60 per cent in the service sector. The increase in the average share of women among the total number of gainfully employed persons in the former Federal territory, from 37 per cent in 1960 to 41 per cent in 1994, can accordingly be attributed to the changed structure of the sectors, and particularly the expansion of the service sector. In the new Federal Länder, the share of women in 1994 was 44 per cent (see below).

## 2. Education and training

34. The educational opportunities for girls have seen a marked improvement in recent years. Their proportion at schools providing general education, leading to qualifications for admission to further education, is now over 50 per cent. A comparison of the different types of schools reveals that more girls attend schools leading to higher qualifications than in the past (see annex I, table 4.A). The number of female students at institutions of higher education has also increased considerably (see annex I, table 4.B). In recent years, the behaviour of men and women regarding their choice of study course has also drawn much closer.

35. A similar situation can also be observed in the field of vocational training. The proportion of young women amongst the trainees in the dual system (i.e., vocational training in a company and at a vocational school) has been decreasing for some time in the old Länder and is now 41.1 per cent. In 1993, for example, the decrease in female trainees in comparison with the previous year was 5.1 per cent, while the figure for male trainees was 3.5 per cent.

36. The proportion of young women is even lower in the new Länder (37.3 per cent) and no change in this trend is in sight. This reflects the particular difficulties of young women in finding a training place.

37. In 1992, there were a total of 98,000 pupils who wanted to obtain a vocational training qualification outside the Vocational Education Act and the Handicrafts Codes at full-time vocational schools. The proportion of females was 80 per cent. In 1993, the number of pupils continued to rise. A total of 108,000 pupils were registered, i.e., 10.3 per cent more than in the previous year. The proportion of females has increased to 81 per cent.

38. In 1992, there were a total 8,400 pupils at full-time vocational schools leading to a qualification in an occupation requiring formal training recognized under the Vocational Education Act and the Handicrafts Codes, 13.5 per cent more than in the previous year, of whom 62 per cent were female.

39. All three groups together yield a figure of 1,747,316 young people who wish to obtain a vocational qualification. The proportion of females is about 43 per cent.

Republic of Germany. The rate of gainful employment of women in the former German Democratic Republic was well above the current level in the old Federal Republic of Germany as early as the end of the 1960s. By 1989, it had reached approximately 85 per cent among women between the ages of 15 and 60, meaning that 48.9 per cent of all gainfully employed persons were women. Only about a quarter of the employed women were engaged in part-time work. The gainful employment of women in the former German Democratic Republic was characterized by full-time work and a relatively continuous working life not interrupted by long breaks to raise a family.

45. Particularly large numbers of women in the German Democratic Republic



persons in part-time jobs in 1994, just under 160,000 more than in the previous year. In the old Federal Länder, about 63 per cent of all persons in part-time employment are subject to social insurance, while working hours below the compulsory social insurance limit are of markedly less significance (for the time being) in the east.

56. Women who live with a partner and have children under 12 years of age most frequently seek part-time work (77 per cent), although the men in this group also express a particular wish to work part-time (28 per cent). While part-time work primarily represents a way of combining family and career in the old Federal Länder, older women account for the majority of part-time workers in the new Federal Länder. However, more and more married women with children are in favour of one parent working part-time.

57. In the west, the unemployment rates for women and men have become more and more similar since 1990. In 1994, they were exactly the same at 9.2 per cent for the first time in the last two decades. In contrast, the job market situation for women in the new Federal Länder is still strained. The unemployment rate for women between 1992 and 1994 was almost double that for men at approximately 20 to 21 per cent. The rates are now slightly closer, at 19.3 per cent for women and 10.7 per cent for men.

58. In the context of its job market policy, the Federal Government is promoting the rapid and precise integration of unemployed men and women into working life. Aids for entering or switching to regular employment are provided, supporting the initiative, adaptability and mobility of women and men equally. Measures for continuing vocational education, retraining and familiarization are of central importance in this context. The branches of the Federal Institute for Employment ensure the appropriate participation of women in the qualification programmes. They thus comply with the precept embodied in article 2, paragraph 5, of the Employment Promotion Act of 1992, which states that women are to be promoted in all measures of active job-market policy according to their proportion of the unemployed. The proportion of women participating in Act-supported qualification programmes thus increased from 57.1 per cent in 1991 to 60.9 per cent in 1994. At



66. The inevitable structural change in agriculture in the new Federal Länder following unification also necessitated a considerable reduction of the existing workforce in agricultural businesses. Women





a continual increase from 19.7 per cent since 1980. In the scientific personnel



Federal level, their position has been improved by equal opportunities or equal rights acts at the Länder level.

93. In the local sector, the number of equal opportunities boards/women's offices in the towns, municipalities and districts has increased to 1,429 (November 1995). The institutionalization of municipal equal opportunities boards has proceeded rapidly, particularly in the new Federal Länder, as the 1989 German Democratic Republic Local Government Constitution obliged municipalities with a population of over 10,000 to appoint full-time equal opportunities commissioners. The local authority legislation of most Federal Länder now provide for the establishment of municipal equal opportunities boards.

94. In 1989 and 1993, the Federal Government submitted a report on the equal opportunities boards at the Federal, Länder and municipal levels to the German Bundestag. The update of this report is in the preparatory stage. A central network office for municipal equal opportunities boards/women's offices was established in 1993 and is financed by the Federal Government.

95. Four tasks are characteristic of the work of equal opportunities boards at all levels:

- (a) Participation in legislative projects and regulations;
- (b) Initiation and implementation of measures aimed at improving the situation of women;
- (c) Contact point for suggestions and complaints from the population;
- (d) Promotion of a change of consciousness, favouring equal rights of women and men.

96. When it comes to eliminating discrimination against women, the equal opportunities boards advocate general solutions as much as providing help in individual cases. Targeted information work - brochures, conferences, presentations, press reports, etc., is intended to put women in a position to take greater advantage of their rights on their own. Cooperation with women's

99. Via the responsibilities and competences that it has held since 1987, the Federal Ministry for Women has various possibilities for turning equal rights of

(b) At the internal party elections for the list of candidates for the Bavarian local council elections in 1996, CSU started a successful trial run of its motto "3 in 10". There are now 3 women or more in almost every block of 10 throughout Bavaria;

(c) SPD sees the introduction of fixed quotas as the most effective instrument for the promotion of women within the party. In 1988, the organizational statutes and the election regulations of the party were amended to the effect that each sex must hold at least 40 per cent of all offices and seats;

(d) FDP aims to achieve equal opportunities for women at all levels of the party organization via a voluntary obligation;

(e) The statutes of other parties, such as Bündnis 90/Die Grünen, envisage a proportion of women of at least 50 per cent in the composition of all party bodies and organs.

104. Furthermore, international conventions and conferences also support the enforcement of equal rights. In particular, the world conferences of recent years, especially the Fourth World Conference on Women in 1995, have provided important stimuli.

105. In spring 1996, a follow-up conference to the Fourth World Conference on Women will take place in Germany, at which the Federal Government, together with non-governmental organizations, will focus on the question of further realizing the Platform for Action discussed in Beijing. A host of recommendations made at the World Conference have already been realized in Germany.

106. The Federal Government will also advocate the worldwide realization of the demands of the World Conference in its international contacts.

### III. PROVISIONS OF THE CONVENTION AND THEIR IMPLEMENTATION IN GERMANY

107. Section III describes the measures taken since 1990 for implementing the provisions of the Convention. The first report and its supplements are referred to in all other respects.

#### A. Legislative measures for the elimination of discrimination

### 1. Constitution

109. Since November 1994, the equal rights precept of article 3, paragraph 2, of the Basic Law has been in effect in the following, expanded version (see also sect. II above):

"Men and women shall have equal rights. The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages."

110. The aim of the Federal Government's equal rights policy is the practical implementation of these equal rights of women and men as guaranteed in the Basic Law. The Federal Government is particularly concerned with partnership between women and men in the family, the working world and society, as well as the freedom of choice of women and men when planning their lives.

### 2. Unification Treaty

111. Despite many legislative improvements, there is still considerable discrimination against women in numerous areas. It was therefore important that, as part of the unification process, article 31 of the Unification Treaty charged the legislators of unified Germany with the task of "further developing the legislation on equal rights".

### 3. Equal Rights Acts

112. Since September 1994, the Second Equal Rights Act of the Federal Government (see paras. 177-183 below) has been in effect, including regulations on the promotion of women and on the improved reconciliation of family and career for women and men in the Federal Administration, in the Federal Courts and in public bodies directly responsible to the Federal Government. Other key areas of the Equal Rights Act are the more effective enforcement of the equal rights precept at the workplace, including the free economy, the protection of all employees in public service and in the economy against sexual harassment at the workplace and the equal participation of women and men in the composition of bodies within the Federal Government's sphere of influence.

113. Equal rights or equal opportunities acts for the promotion of women in the Länder and municipal administrations are now in effect in nearly all 16 Federal Länder. Similar acts are currently being prepared in the remaining Federal Länder. Some of these Länder acts contain quota regulations giving preference to equally qualified women over men in sectors in which the proportion of women is under 50 per cent. In October 1995, the European Court of Justice declared the automatic preference of women without exception to be inadmissible. The existing quota regulations of the Federal Länder, insofar as they do not contain adequate hardship clauses, are thus currently being checked in view of this decision.

114. The Second Equal Rights Act of the Federal Government set compulsory objectives for the Federal Administration's plans for the promotion of women. These are not jeopardized by the verdict of the European Court of Justice.

4. 1993-1995 Act Amending the Act on Assistance for Pregnant Women and Families

115. The constitution obliges the State to provide effective protection of unborn human life by adequate actual and normative measures. In order to fulfil this task, the penal provisions in respect of abortion were uniformly amended following the unification of Germany.

116. The amendment came into effect on 1 October 1995. It is based on counselling of the pregnant woman, which is committed to the protection of unborn life, and a responsible decision by the pregnant woman in the past 12 weeks after conception. Under the provisions of the new Article 218 a of the German Penal Code (StGB), an abortion is not punishable if, among other things, the pregnant woman has undergone pregnancy conflict counselling prior to the abortion.

117. The regulation, according to which a justifiable indication exists if there is good reason to assume that, as a result of genetic factors or harmful influences prior to birth, the child would suffer from an incurable health disorder of such severity that a continuation of the pregnancy cannot be demanded of the pregnant woman, has been abolished.

118. A justifiable medical indication exists if a physician judges termination of the pregnancy to be advisable, taking the present and future living conditions of the pregnant woman into account, in order to avert either the danger of death or the danger of impairment of the pregnant woman's physical or psychological health, and the danger cannot be averted in any other reasonable way.

119. A justifiable indication also exists if there is good reason to assume that the pregnancy stems from a sexual offence, on condition that no more than 12 weeks have passed since conception.

120. The statutory health insurance companies bear the costs of the abortion if any of these indications exists.

121. In cases of abortions which are exempt from punishment and have no indication, the women bear the costs themselves. If they are financially incapable of this because their income/assets are below a certain limit, the costs are initially borne by the statutory health insurance companies and later reimbursed by the respective Federal Land.

122. In addition to the penal section, a host of benefit laws were also laid down in the context of the Act on Assistance for Pregnant Women and Families. Through these, the social measures benefiting families were expanded, in order to improve the conditions for deciding in favour of having a child. These include, in particular:

/...

(a) Regulations on sex education, contraception, family planning and counselling;

(b) Availability of free contraceptives for women under 21 years of age, insofar as they are members of a statutory health insurance company;

(c) Legal right to a kindergarten place for children from the age of three until their enrolment in school (only on certain fixed dates in the calendar year up to 31 December 1998);

(d) Expansion of supervisory services for children under three years of age and children of school age as required, as well as the provision of all-day places as required;

(e) Women returning to work and participating in continuing vocational education schemes on a part-time basis, owing to caring for children in need of supervision, are granted a maintenance allowance and DM 120 towards the costs of supervising the children;

(f) Trainees who have taken child-raising leave may not be disadvantaged as a result;

(g) The additional requirement supplement is increased for recipients of individual help with maintenance in the context of social welfare benefits;

(h) Pregnant women are given particular consideration in the promotion and allocation of accommodation;

(i) Expansion of exemption from work owing to caring for a sick child, with loss of earnings being compensated for by the statutory health insurance companies;

(j) Single parents can receive advance maintenance payments for a maximum 72 months for children under 12 years of age from youth welfare offices;

(k) The right of mothers of illegitimate children to claim maintenance from the father of the child is expanded and prolonged from one to three years;

(l) Pregnant minors and young families also have the right to a housing eligibility certificate.

##### 5. Other laws



B. Measures for promoting and safeguarding the full development of women (article 3)

124. The equal rights policy of the Federal Government does not represent a uniform model of life-planning for women and men. Its policy is far more intended to take the different capabilities, needs, life expectations and goals of women into account. It aims to enable both women and men to make self-determined decisions on their own responsibility as far as possible, without being tied to set roles.

125. In addition to the prevention of discrimination, equal rights policy is increasingly concerned with the active promotion of women. There is growing recognition of the fact that worldwide problems cannot be solved without the contribution of women. It is thus logical that the equal participation of women in economic, political and social resources plays a crucial role.

126. At a Länder level too, the obligation of article 3 of the Convention is also met by effective women's and equal rights policies.

127. If individual measures are not described in more detail below, the corresponding activities of the Federal Government and the Länder are listed in annex II.

C. Special measures pursuant to article 4

128. Special provisions as defined in article 4, paragraph 2, are the Act for the Protection of Gainfully Employed Mothers and the special labour protection provisions for women.

129. In 1992, the provisions of the Act for the Protection of Gainfully Employed Mothers (Maternity Protection Act) relating to protection against unfair dismissal were improved and some employment bans better adjusted to the vocational interests of pregnant artistic performers. The German Bundestag is currently discussing a bill of the Federal Government containing further improvements of maternity protection legislation which is also intended to implement the European Community Maternity Protection Directive of 1992.

130. In 1994, the Working Hours Act abolished employment bans and restrictions for women, including the ban on night shifts for female workers, which had been declared unconstitutional by the Federal Constitutional Court.

D. Elimination of stereotyped roles and promotion of the common responsibility of men and women for the upbringing and development of their children (article 5)

131. As a part of modern social policy, equal rights policy must direct its issues and measures towards the realization of a fair society, in which men and women perform tasks jointly and as equals in a responsible partnership. This policy is equally oriented towards the life patterns of both women and men, as equal rights cannot be realized through promotion of women and statutory

regulations for the elimination of discrimination against women alone. The practical implementation of equal rights is to be supported by measures designed to shape public awareness. Information brochures, campaigns, professional conferences and exhibitions are intended to contribute to eliminating any remaining prejudices about the roles of women and men in society, as well as

138. The Act on Combating Organized Crime (OrgKG) of 15 July 1992, which came into effect on 22 September 1992, supplemented the 26th Criminal Law Amendment Act in two important aspects:

(a) On the one hand, the measures for improving witness protection (article 68 StPO - Code of Criminal Procedure), as passed in the OrgKG, also benefit women affected by trafficking in human beings who could be important witnesses at the main court hearing;

(b) On the other hand, the new legal concepts of fines on property and extended forfeiture in certain aggravating circumstances, introduced by the OrgKG, are also applicable in cases of aggravated trafficking in human beings, pursuant to article 181 StGB (article 181 c StGB). The legal possibilities for seizing illegal gains from trafficking in human beings have thus been expanded.

139. The following projects have been implemented by the Federal Ministry for Women in the area of trafficking in women:

(a) A review of prostitution tourism;

(b) A qualitative study on the environment and extent of trafficking in human beings, involving foreign girls and women, including mail-order marriages and prostitution tourism, which also contains an overview of counselling centres for affected women;

(c) A pilot project "Walk-in centre and counselling centre for prostitutes under duress and foreign women in mail-order marriages", in the context of which a trial for trafficking in human beings was observed and analysed for weaknesses.

140. The results of these studies were published and contributed to improving in the criminal law on trafficking in human beings.

141. Furthermore, brochures for Thai and Philippine women in their native languages, warning against the arrangement of mail-order marriages, have been compiled and distributed via the German embassies in those countries.

142. The Federal Ministry for Economic Cooperation and Development is supporting a reintegration project for women from developing countries who have ended up in Germany for various reasons (mail-order marriages, trafficking in human beings, prostitution tourism) and wish to return to their native countries.

143. Furthermore, the Federal Minister for Women visited Thailand in September 1995 in order to gather information on the circumstances of prostitutes and prostitution tourism and to engage in talks with members of the Government.

144. Some Federal Länder ensure that victims of trafficking in women who are illegally resident in the Federal Republic of Germany are not immediately deported back to their native countries if they are willing to be witnesses at trials concerning trafficking in human beings.



considerably increased their activities and a host of new organizations and initiatives have sprung up, meaning that the will of women can now be developed, and their interests represented, on a pluralistic basis.

153. In addition to the traditional women's movement, as organized in the German Women's Council, an independent women's movement has arisen since 1968. A

women - 6 ambassadors and 7 consuls general (compared with 6 out of approximately 200 foreign missions in 1989). In Germany, 2 subdivisions and 6 divisions are headed by women.

158. Since the beginning of the 1980s, the proportion of women amongst new appointments in the higher diplomatic service has increased to an average of over 20 per cent. In the years preceding 1980, it was always well below 10 per cent. The proportion of women on the fiftieth attaché training course, recruited in 1995, was 26 per cent. In 1994, the proportion of women receiving training in the intermediate service was 43.8 per cent and 62.3 per cent in the higher intermediate service. The proportion of women in the higher intermediate service has remained constantly well above 60 per cent in recent years.

159. The Federal Government promotes and supports female applicants for vacancies in the secretariats of international organizations. At the

physics and computer science, and the improvement of career guidance and continuing teacher training.

164. Sex roles and images of women that no longer correspond to today's reality are often still portrayed in school books.

165. As early as 1986, the Standing Conference of the Ministers of Education and Cultural Affairs adopted principles for the design of school books, according to which stereotyped roles and one-sided task assignments were to be avoided or the problems caused by them expounded. The administrations for education and cultural affairs, school book publishers, authors and parents have now become more sensitized to this issue than they were just a few years ago.

166. Despite the progress achieved, the gender-specific segmentation of the training and job markets has not yet been overcome. A host of prejudices and role clichés still exists when it comes to the subject of women and careers, especially in the technical sector. Based on the experience to date, many areas must be tackled simultaneously, in order to facilitate better access to technical careers for girls and women. Schools

education of schoolgirls in the natural sciences and technical subjects and gender-specific aspects of continuing education.

171. Small research institutions outside the institutions of higher education also provide important stimuli for the development of women's research in education.

172. About a fifth of the female population of Germany is currently involved in the sports clubs of the German Sports Federation, and the significance of sporting activities for girls and women is continuing to grow. This is particularly reflected by the over 600,000 girls and women who became members between the years 1991 and 1994. Their proportion of the members of the sports clubs is currently 37.6 per cent.

173. Gymnastics, exercise classes, dancing, riding and tennis are the sports most commonly practised by women. However, their participation in ball sports, such as basketball, football and tennis, as well as martial arts and self-defence classes, is also increasing.

174. Women are underrepresented in the managerial and administrative structures of the clubs, as well as in the presiding committees of the Sports Associations of the Länder, the top-level associations and the German Sports Federation, including its honorary bodies. As early as 1989, the German Sports Federation thus adopted a plan for the promotion of women, the aim of which is to enforce equal opportunities for women in all areas of sport.

175. The Federal Ministry of the Interior ensures that women and men are treated



J. Equal rights of women and men in the field of employment  
(article 11)

1. Second Act on Equal Rights of Men and Women

177. The introduction of the Second Equal Rights Act on 1 September 1994 and the associated change in the German Civil Code (BGB) have brought about considerable progress towards equal rights of women and men in the field of employment. With these changes, the Federal Government has fulfilled its obligation resulting from the Convention with respect to the equal treatment of men and women in employment contract law.

178. Compensation for discriminatory non-appointment, article 611 a BGB. By amending article 611 a, paragraph 2, BGB, the legislator has embraced the adjudication of the European Court of Justice, which disallowed the previous regulation as an impermissible realization of the Equal Treatment Directive (76-207 EEC). While an applicant refused on grounds of his/her sex was formerly only able to claim compensation for damages caused by breach of trust (postage, application costs), he/she can now claim pecuniary damages of up to three months' earnings under the provisions of paragraph 2.

179. In deciding in favour of the entitlement to damages as defined in article 611 a, paragraph 2, BGB, the legislator has declared himself against a right to appointment - which would be irreconcilable with existing labour law. In this context, the protection does not refer to the appointment chances of the most suitable applicant, but to the right of every applicant, male or female, to a non-discriminatory procedure for filling vacancies.

180. In cases of simultaneous discrimination against several applicants, the upper limit for the individual damages is set at 6 months' earnings, and at 12 months' earnings in cases of simultaneous job advertisements for several vacancies - article 61 b, paragraph 2, Labour Courts Act.

181. Claims must be made in writing to the employer within two months of receiving the rejection. Pursuant to article 611 b, paragraph 5, BGB, this compensation regulation applies accordingly in the event of gender-related discrimination in the context of job promotion, if no entitlement to such promotion exists.

182. Neutral, non-sexist job advertisements, article 611 b BGB. The former "directory provision" has been changed to an obligatory regulation for employers. It is still irrelevant whether the employer places the job advertisement himself, or whether this is done by a third party on the employer's behalf. Following this tightening up of the regulation, any contraventions will have more significance in future when it comes to the judicial consideration of the evidence (sex-related discrimination as defined in article 611 a, paragraph 1, BGB and within the framework of the works council's tasks).

183. Obligation to display notices. Article 2 of the European Community Labour Law Amendment Act of 13 August 1980 has been amended so that companies usually employing more than five staff must provide or display a copy of articles 611 a,

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611 b, 612, paragraph 3, 612 a BGB and article 61 b of the Labour Courts Act for inspection in a suitable place.

## 2. Civil service

184. The Act on the Promotion of Women and the Reconciliation of Family and Career in the Federal Administration and Federal Courts (Act on the Promotion of Women - article 1 of the Second Equal Rights Act), which has been in effect since September 1994, has replaced the former Directive for the Vocational Advancement of Women in the Federal Administration.

185. The Act on the Promotion of Women obliges every Federal agency to implement a three-year plan for the promotion of women with compulsory aims for the elimination of female underrepresentation, including in executive positions.

186. Agencies with at least 200 staff must appoint commissioners for women's affairs, either by previous public announcement of the post or by secret ballot, who supervise the enforcement of the Act for the Promotion of Women and perform their duties at their own discretion.

187. As defined in the Act for the Promotion of Women, the fundamental legal right to family-related part-time work and leave of absence, the prohibition of discrimination of the affected persons in their professional advancement, an adequate offer of part-time jobs by the agency and the advertisements of all posts in both full and part-time form are part of the improved reconciliation of family and career for both women and men in the Federal Administration. All of these measures also apply to executive functions.

188. The Federal Government has long promoted part-time employment as an important contribution to the occupational activity of women in the civil service. Above all, the decision as to how best to reconcile a career, family and raising children is intended to be made a great deal easier for families than it has been to date. In addition to the Act for the Promotion of Women, the eleventh Act Amending the Service Regulations, which came into effect on 1 June 1994, has again considerably expanded the legal framework conditions for part-time employment as a civil servant.

189. An entitlement to claim part-time employment for family reasons also exists now. Part-time employment can be claimed for an indefinite period, as long as one child is under 18 years of age or a relative needing care is looked after. Furthermore, a bill is currently being drafted, the aim of which is to enable part-time employment to be granted solely on the basis of an application by the civil servant alone, provided that there are no official reasons which would forbid this.

190. In 1994, the collective bargaining parties also expanded the industry-wide collective bargaining agreements to include a regulation which increases the possibilities of part-time employment for family reasons for employees in public service.

191. The occupational situation of women in the civil service has continued to improve in recent years. Women's share of the total number of employees in public service has constantly risen. According to the Federal Statistical

against women. However, this problem is of little practical significance: the difference between the aforementioned groups is 2.8 per cent and only 0.6 per cent of workers are affected in the branches concerned.

198. Currently, the main aim is to determine whether and to what extent the collective bargaining parties are continuing to act on the repeated calls of the German Bundestag for an improvement in women's circumstances in this sector. To date, the Federal Government has submitted nine reports on this subject to the German Bundestag since 1969, the latest in September 1992. These indicate that the controversial light wage groups only appear in a few collective bargaining agreements today.

#### 5. Reconciliation of family and career

199. In the Federal Government's opinion, measures for improving the reconciliation of family and gainful employment for women and men are of great importance in improving women's situation in the field of employment. The

(b) Furthermore, a bill is currently being drafted, the aim of which is to enable part-time employment to be granted solely on the basis of an application by the civil servant, provided that there are no official reasons which would forbid this;

(c) in 1994, the collective bargaining parties also expanded the industry-wide collective bargaining agreements to include a regulation that increases the possibilities of part-time employment for family reasons for employees in public service;

(d) The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is making a contribution to improving information on the many advantages of flexible working hours with its pilot project "Qualified part-time work for women and men". This is concerned with the promotion of qualified part-time work in professional and executive positions in the private economy. Individual working hours solutions for large, medium and small-sized companies from all industries can be developed in the context of this project;

(e) Another pilot project is aimed at the introduction of pro-family working hours structures in small and medium-sized companies, in which over 80 per cent of women are employed;

(f) Full-time and part-time work were given a legally equal status by the Employment Promotion Act of 1985;

(g) The Employment Promotion Act of 1994 envisages that, in the event of later unemployment, the unemployment benefit for both male and female employees who have shortened their working hours will be calculated according to their previous, longer working hours.

204. Furthermore, the Federal Government has again improved the legal promotion provisions for the reintegration of persons returning to work. For example, the possibility of facilitating the integration of persons following a family-related break has been created in the context of the programme of the Federal Government for the long-term unemployed for the promotion period from 1995 to 1999.

205.

(d) The Federal programme "EPA Plus", which is co-financed by the European Social Fund, contains some important improvements for the integration of women on the job market. The Federal Government has up to DM 3.5 billion in funds from the European Social Fund at its disposal for this programme.

206. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has initiated various special programmes in the interests of facilitating reintegration in gainful employment:

(a) Information and advisory services for women returning to work and unemployed women;

(b) Promotion of the reintegration of women into working life by granting training subsidies to businesses/companies;

(c) Practice-oriented qualification measures for women, one aim of which is facilitating their access to executive positions;

(d) In addition to the use of instruments of job market policy, new approaches towards an improvement in the gainful employment of women are being tested under the catchword local economy;

(e) Another plan is to stimulate the development and implementation of measures to support women's self-employment through municipal/regional promotion of the economy;

(f) The project entitled "Practice-oriented qualification of women in executive positions" is aimed at women in the new Federal Länder.

207. The Maternity Protection Act also indirectly supports the reconciliation of family and career, e.g., by particular protective provisions for the employment of pregnant women, the protection against unfair dismissal during pregnancy, the release from work six weeks before the expected date of birth and the ban on employment during the first eight weeks after the birth (12 weeks for premature or multiple births). The woman's income is fundamentally safeguarded during this period. In 1992, the protection against unfair dismissal for pregnant workers was improved with respect to the exercise of their rights.

208. Moreover, the Federal Government also recognized the special right of female workers to protection by ratifying article 8, paragraphs 1 and 3, of the European Social Charter.

209. The Act on granting child-raising benefit and child-raising leave has been in effect since 1986 and has been changed several times since then.

210. Mothers or fathers who look after the child themselves, i.e., housewives and househusbands as well, receive child-raising benefit in recognition of their work in raising the child. The amount awarded is dependent on income.

211. The period of child-raising benefit payments has been extended several times, being awarded for a maximum of 10 months for births up to 31 December 1987, a maximum of 12 months for births from 1 January 1988, a

maximum of 15 months for births from 1 July 1989, a maximum of 18 months for births from 1 July 1990 and a maximum of 24 months for births from 1 January 1993. About 97 per cent of young parents claim child-raising benefit each year.

212. The income limits were of little importance in the new Federal Länder: 86.5 per cent of applicants were granted the full child-raising benefit, even after the sixth month, and 7.5 per cent were granted a reduced child-raising benefit. In 1994, 53.1 per cent of recipients in the old Federal Länder continued to receive the full child-raising benefit after the sixth month, while 32.5 per cent received a reduced child-raising benefit.

213. Child-raising leave is granted parallel to child-raising benefit, being

takes this concern into account by providing for the need-based promotion of children in day-care institutions.

220. As of 1 January 1996, every child has the legal right to attend kindergarten from three years of age. However, despite concerted efforts over the last few years, not all Federal Länder were able to meet this demand on time, meaning that transitional solutions in the form of fixed date regulations will apply in some Länder until 31 December 1998.

221. According to the division of tasks between the Federal Government and the Länder as provided for in the Basic Law, the implementation of the provisions of the Child and Youth Welfare Act is the responsibility of the Länder and the local municipal authorities. These are accountable for adequate provision of day-care institutions as well as for their financing.

222. As a special help for single parents, the Act on Advance Maintenance Payments ensures that children who receive no maintenance from the other parent and no orphan's payments receive the minimum maintenance payments from public funds, as determined in the Ordinance on standard maintenance.

223. The State does not wish to remove the burden from the parent liable to pay maintenance in this way. It thus attempts to collect the contributions paid from the parent liable to pay. This is of great practical importance for the child. If the State successfully presses its claim, the clarification of the legal situation makes it easier for the child to receive regularly maintenance payments from the party liable to pay when the State no longer intervenes.

224. Advance maintenance payments are paid until the child is 12 years of age and for a maximum of 72 months in total. Advance maintenance payments mean: regular maintenance payment rate minus half of the benefits for the first child. Depending on the age and place of residence of the child, the monthly advance maintenance payments are thus as follows:

	<u>Under 6 years</u>	<u>6-11 years</u>
	(Deutsche mark)	
Children in the old Federal Länder	249	324
Children in the new Federal Länder	214	280

225. The right to advance maintenance payments is precluded if the single parent fails to provide any information on the other parent or does not cooperate in determining paternity or the whereabouts of the other parent. The same applies if the two parents live together or marry.



6. The right to social security

226. Although the 1992 Pensions Reform Act was characterized by cost-cutting efforts, family-policy measures in pensions law were greatly expanded.

227. Socio-political improvements, particularly to the benefit of women, were implemented in the context of the Act for the Reform of Statutory Pensions Insurance (1992 Pensions Reform Act) of 18 December 1989. The recognition of child-raising periods as compulsory contribution periods to the statutory pensions insurance scheme was expanded from one year from the month of birth of the child to a period of three years for births from 1992 onwards.

228. Furthermore, the coming into effect of the 1992 Pensions Reform Act involved the introduction of a new period in pensions law as of 1 January 1992 - a credited period for having raised children up to the age of 10 years. Credited periods do not increase pensions, but may have a positive effect in combination with other pension law regulations. They thus result in a higher assessment of the non-contributory periods and are credited to the waiting period of 35 years for a premature old-age pension and for the pension based on a minimum income. In addition, a claim to a pension for reasons of diminished gainful employment is supported by these credited periods.

229. The passing of the Long-Term Care Insurance Act further expanded the social safeguards for the person providing long-term care at home. This represents a considerable improvement in pensions claims, particularly for women. Long-term care insurance pays contributions of between about DM 200 and DM 600 per month to the statutory pensions insurance scheme for persons who are either not in gainful employment, or only work up to 30 hours per week, as a result of their caring activities, if they provide care for at least 14 hours per week and depending on the care class and the extent of the caring activities (status: November 1995). Caring periods thus now establish a claim to a pension and can increase pensions. The benefits of the statutory long-term care insurance system came into effect on 1 April 1995.

K. Equal rights of women and men in the field of health care (article 12) and in the fields of finance and culture (article 13)

230. Since 1990, there have been no further developments with particular effects on women in this sector. As already described in the first report and its supplements, women have the same rights as men in these fields.

L. Equal rights of rural women and men (article 14)

231. For over 20 years, the most important instrument of the Federal Government and the Länder for promotion in the agricultural sector has been the joint task "improvement of the Agrarian Structure and of Coast Preservation". The possibilities of combining incomes in agricultural businesses have been improved by the promotion of investments in agricultural and commercial secondary businesses in direct marketing, leisure and recreation, animal boarding houses

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and domestic and agricultural services in the context of the new agrarian investment promotion programme. This better acknowledges the particular contribution made by women to supplementing and safeguarding business income.

232. A reform of the agricultural security system was implemented in Germany by the 1995 Agricultural Social Security Reform Act of 29 July 1994, which also improves the social security of farmers' wives, for example. This revision applies to insurance claims from 1 January 1995 onwards and focuses on the introduction of independent security for farmers' wives within the old-age security system for farmers. This

credited and three of these credited contribution years must have fallen within the last five years before the invalidity occurred.

237. As the old-age security system for farmers also embraces the new Federal Länder as of 1 January 1995, this regulation also applies to farmers' wives there.

238. As for all women, child-raising periods of rural women are recognized by the statutory pensions insurance scheme. With the expansion of child-raising periods as compulsory contribution periods from the previous one year from the month of birth of the child to a period of three years, there is a better possibility of acquiring an independent entitlement to a pension from the statutory pensions insurance scheme - possibly in addition to the right to a pension from the old-age security system for farmers.

M. Equality of treatment in terms of legal capacity and choice of place of residence (article 15)

239. There have been no further legal developments in this field since 1990. As already described in the first report, women have the same rights as men in these fields.

N. Equal rights of women and men in all matters relating to marriage and family relations (article 16)

240. Marriage and the family enjoy the special protection of the State. This is determined in article 6 of the Basic Law. The constitutional task of protection particularly includes the supreme authority of parents to raise their children, public assistance for the mother and the equality of legitimate and illegitimate children.

241. The constitution provides for equal rights of women and men, as defined in article 3 of the Basic Law, and prohibits discrimination on grounds of sex.

242. Extensive reforms of matrimonial and family law are currently being discussed in the Federal Republic of Germany. These include the reform of the child custody laws, with a revision of parentage laws, the laws on parental care, right of access laws, a revision of the appointment of guardians to assist parents with parental care, the laws on inheritance rights of illegitimate children, and maintenance laws. Furthermore, marriage law, the punishability of rape within marriage, and possibly also the allocation of the marital home to one partner, are also to be revised.

243. On 1 April 1994, the Act Revising the Law on Family Names came into effect. According to this, spouses are to decide on a married name. They can choose either the name of the man at birth or the maiden name of the woman as their married name. The spouse whose name at birth is not chosen as the married name has the right to precede the married name with his/her name at birth or append it to the married name. Children bear the married name of their parents.

244. If the spouses do not decide on a married name, they continue to bear their own names at birth even after the time of marriage. In this case, they must decide on the child's surname; they can choose either the name of the father or that of the mother for their child. If the parents do not come to a mutual agreement, the guardianship court assigns the right to decide on the name to one parent alone.

245. Following this revision, the principle of equal rights of women and men is now also comprehensively ensured with respect to the law governing names.

ANNEX I

Tables and statistics

Table 1. Population in Germany

A. Age structure (31 December 1993)

Age	Female		Male	
	Total (million)	Percentage of total population	Total (million)	Percentage of total population
0-under 18	7.7	9.5	8.1	10.0
18-under 45	15.9	19.6	16.9	20.8
45-under 65	10.1	12.5	10.1	12.5
65 and older	8.0	9.9	4.3	5.3

Total number of persons: 81,338,093

B. Marital status of the female population

Marital status	Number of women (million)	Percentage of the female population
Single	14.5	34.8
Married	19.5	46.7
Widowed	5.5	13.2
Divorced	2.2	5.3

Total number of females: 41,819,609 = 100 per cent

C. Number of children per family

(Children under 18 years of age)

1988 <sup>a</sup>	Married couples		Single parents	
	(Percentage)		(Percentage)	
Total	5 960 000	= 100	952 000	= 100
Number which have				
1 child	3 100 000	= 51.4	694 000	= 72.9
2 children	2 200 000	= 36.9	207 000	= 21.8
3 children	560 000	= 9.3	39 000	= 4.1
4 and more children	140 000	= 2.4	11 000	= 1.2
1993 <sup>b</sup>				
Total	1 910 000	= 100	1 580 000	

Table 2. Women in public life

A. Proportion of female members of the Federal and Länder parliaments

(Percentages)

	1946-1952		1980-1985		1988-1990		1990-1995	
German Bundestag	1949	7.1	1983	9.8	1990	20.5	1994	26.3
Baden-Württemberg		4.5		6.3		9.6	1992	11.0
Bavaria		1.8		7.8		13.7	1994	21.1
Berlin		23.8		9.2		27.2	1990	29.9
Bremen		9.5		17.0		27.0	1995	38.0
Hamburg		6.1		14.8		29.1	1993	33.9
Hesse		6.3		12.1		18.7	1995	30.9
North Rhine-Westphalia		5.4		6.5		11.5	1995	29.4
Lower Saxony		7.4		7.0		12.4	1994	24.2
Rhineland-Palatine		5.4		12.0		15.0	1991	21.8
Saarland		2.0		7.8		9.8	1994	33.3
Schleswig-Holstein		9.4		12.1		24.3	1992	34.8
Brandenburg						20.5	1994	35.2
Mecklenburg-Western Pomerania						15.2	1994	28.2
Saxony						15.0	1994	28.3
Saxony-Anhalt						16.0	1994	29.3
Thuringia						13.5	1994	27.3

B. Proportion of women in the Federal Government

Heads of Government	Ministers	Parliamentary State Secretaries	State Secretaries
0	3 out of 16 (18.7 per cent)	5 out of 27 (18.4 per cent)	1 out of 28 (3.6 per cent)

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C. Proportion of women in the Federal Länder parliaments

(Status: 28 June 1995)

(Percentages)

Federal Land	Government		
	Ministers/ Senators	State secretaries without cabinet rank/ State councillors	Heads of Government/ Mayors
Baden-Württemberg	18.7	0	0
Bavaria	20	20	0
Berlin	25	14.3	0
Brandenburg	20	9.1	0
Bremen <sup>a</sup>	25	0	0
Hamburg	30	23	0
Hesse	37.5	18.1	0
Lower Saxony	36.3	18.1	0
Mecklenburg-Western Pomerania	25	18.1	0
North Rhine-Westphalia	28.5	0	0
Rhineland-Palatine	22.2	8.5	0
Saarland	33.3	14.3	0
Saxony	9.1	0	0
Saxony-Anhalt	33.3	18.1	0
Schleswig-Holstein	36.3	27.2	1
Thuringia	22.2	0	0

<sup>a</sup> Negotiations on the new government coalition in Bremen are still in progress following the election in June 1995. The current status of the parliamentary mandates is shown.



D. Women in the political parties

	Total number of members		Percentage of women			
	1988	1994/95	1976	1982/83	1988	1994/95
SPD	910 000	836 849	19.9	23.4	25.6	28.14
CDU	715 600	675 106	18.5	21.4	22.5	24.9
CSU	184 000	176 250	11.1	13.5	14.2	15.8
FDP	65 000	63 132	19.1	24.5	24.0	25.34
GREENS	41 000 <sup>a</sup>	43 900	—	35.5	37.5 <sup>a</sup>	34
PDS		121 000	—			55.5

<sup>a</sup> Approximate.

E. Proportion of women on the Federal Executive Committees of the parties

(Percentages)

	1985	1988/89	1994
GREENS			

F. Women in trade unions

Members	1976 <sup>a</sup>	1980 <sup>a</sup>	1988 <sup>a</sup>	1994 <sup>b</sup>
<u>German Trade Union Federation with 17 member trade unions</u>				
Total number of members	7 400 021	7 882 527	7 797 077	9 768 373
Of which: number of women	1 353 958	1 596 274	1 826 649	3 019 049
Percentage of women	18.3	20.3	23.4	30.9
Women on executive committee	1			

Table 3. Women in gainful employmentA. Number and proportion of gainfully employed women  
1988-1994, results of the microcensus

Year	Total	Men	Women	Percentage of women
	(thousands)			

1. Former Federal territory

1988

B. Women in the individual occupational fields, results of the microcensus

	1987		1989		1991		1993	
	(Thousands)	Percentage	(Thousands)	Percentage	(Thousands)	Percentage	(Thousands)	Percentage
	1. <u>Former Federal territory</u>							
Occupations in agriculture, animal care, forestry and horticulture	522	43.1	462	42.7	449	41.5	407	40.4
Manufacturing occupations	1 603	19.4	1 568	19.0	1 720	19.9	1 553	18.9
Engineering occupations	194	12.1	212	12.8	236	13.0	277	14.3

C. Distribution of gainfully employed women among occupational groups, results of the microcensus, April 1993

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Occupational group	Total number of gainfully employed persons (thousands)
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Occupational group	Total number of gainfully employed persons (thousands)	Gainfully employed women (thousands)	Distribution among occupational groups (percentage)	Share of women per occupational group (percentage)
<u>2. New Länder and East Berlin</u>				
Office occupations, commercial clerks (not included elsewhere) including: skilled office staff, commercial clerks (without details)	718	605	20.7	84.3
Buying and selling goods	491	330	11.3	67.2
Other occupations in the health service sector including: nurses and midwives	250	230	7.9	92.0
Occupations in the cleaning and waste disposal sectors	144	135	4.6	93.8
Occupations in the cleaning and waste disposal sectors	133	106	3.6	79.7
Occupations in agriculture, animal care, forestry and				

D. Comparison of men's and women's earnings

Year	Men (deutsche mark)	Women (deutsche mark)	Ratio of women's earnings to men's earnings (percentage)
1. <u>Average gross weekly wages of workers in industry</u> (excluding part-time workers)			
1960	134	80	59.7
1970	293	182	62.1
1978	528	363	68.7
1980	596	408	68.5
1982	642	444	69.2
1984	684	477	69.7
1985	705	494	70.1
1986	729	513	70.4
1987	753	531	70.5
1988	783	551	70.4
1989	811	571	70.4
1990	848	594	70.0
1991	890	630	70.8
1992	933	658	70.5
1993	953	678	71.1
1994	994	707	71.1
2. <u>Average gross monthly earnings of salaried staff in trade</u> <u>and industry (excluding part-time staff)</u>			
1960	723	419	58.0
1970	1 519	930	61.2
1978	2 986	1 926	64.5
1980	3 421	2 202	64.4

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Year	Men (deutsche mark)
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E. Development of female unemployment: average annual figures (West)

Annual average	Unemployed women	Proportion of women (percentage)	Female unemployment rate (percentage)	Total unemployment rate (percentage)
1970	55 947	37.6	0.8	0.7
1980	462 483	52.0	5.2	3.8
1985	1 014 959	44.1	10.4	9.3
1990	915 404	48.6	8.4	7.2
1991	791 688	46.9	7.0	6.3
1992	825 531	45.7	7.2	6.6
1993	993 261	43.7	8.4	8.2
1994	1 094 328	42.8	9.2	9.2

F. Development of female unemployment: average annual figures (East)

Annual average	Unemployed women	Proportion of women (percentage)	Female unemployment rate (percentage)	Total unemployment rate (percentage)
1991	529 961	58.1	12.3	10.3
1992	741 145	63.3	19.6	14.8
1993	743 320	63.9	21.0	15.8
1994	740 644	64.8	21.5	16.0

Table 4. Education

A. Proportion of female pupils at schools providing general education

(Percentages)

	1970 <sup>a</sup>	1980 <sup>a</sup>	1987 <sup>a</sup>	1991	1993
Primary schools (years 1-4)	49.0	48.8	49.0	49.0	49.0
Secondary general schools (years 5-9 or 10)	49.1	46.3	45.5	45.0	44.5
Intermediate schools and integrated classes (years 5-10)	52.9	53.6	52.8	50.5 <sup>b</sup>	49.7
Grammar schools					
Years 5-10	44.7	50.4	50.8	53.0	54.1
Years 11-13	41.4	49.4	49.8	52.4	53.5
Grammar schools and full-time adult education colleges	23.5	48.5	52.5	53.5	54.4

<sup>a</sup> Former Federal territory.<sup>b</sup> Including the secondary schools of the former German Democratic Republic.B. Proportion of new female students enrolling at institutions of higher education<sup>a</sup>

(Percentages)

	Calendar year <sup>b</sup>				
	1970	1980	1985	1991	1993
Universities	29.90	43.40	43.30	44.60	48.30
Colleges of art	41.10	45.60	50.50	50.60	54.00
Fachhochschulen	16.00	32.30	31.20	32.20	35.00
Total	31.50	40.30	39.70	41.10	43.80

<sup>a</sup> Former Federal territory up to and including 1987, whole of Germany from 1991.<sup>b</sup> Summer semester and following winter semester.C. Proportion of female students at institutions of higher education<sup>a</sup>

(Percentages)

	Winter semester				
	1972	1980	1987	1991	1993
Universities	32.38	38.24	40.49	41.72	42.88
Colleges of art	40.10	46.30	50.08	51.12	52.02
Fachhochschulen	17.70	29.50	29.22	29.61	30.94
Total	30.20	36.70	38.00	39.17	40.20

<sup>a</sup> Former Federal territory up to and including 1987, whole of Germany from 1991.

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D. The 20 occupations requiring formal training most frequently chosen by female trainees, 1992<sup>a</sup>

(Percentages)

	Female	Total female	Male	Total male
1. Clerk in retail trade	7.5		2.6	
2. Doctor's assistant	7.3		0.1	
3. Hairdresser	6.2		0.3	
4. Office clerk (industry and trade)	6.2		1	
5. Dentist's assistant	5.9	1-5: 33.1	0.01	
6. Industrial clerk	5.8		2.6	
7. Bank clerk	5.2		3	
8. Clerk in wholesale and foreign trade	3.1		3	
9. Saleswoman in foodstuffs trade	3.1		0.1	
10. Assistant in tax and financial consulting occupations	3	1-10: 53.3	0.7	
11. Hotel clerk	2.9		0.4	
12. Saleswoman	2.6		0.4	
13. Lawyer's clerk	2		0.01	
14. Office executive (skilled trade)	1.9		0.4	
15. Lawyer's/notary's clerk	1.7		0.02	
16. Clerk in public administration	1.6		0.4	
17. Office communications clerk	1.6		0.1	
18. Dispensing chemist's assistant	1.4		0.01	
19. Clerk in social insurance administration	1.3		0.6	
20. Cook				

E. The 20 occupations requiring formal training most frequently chosen by male trainees, 1992<sup>a</sup>

(Percentages)

Occupation requiring formal training	Male	Total	Female
1. Motor vehicle mechanic	8.5		0.2
2. Electrical fitter	5		0.1
3.			

F. Trainees according to Länder, 1993

	Trainees		
	Male	Female	Total
Baden-Württemberg	115 900	83 800	199 700
Bavaria	153 500	106 100	259 600
Berlin	32 200	22 800	55 000
Brandenburg	29 300	18 100	47 400
Bremen	9 900	7 500	17 400
Hamburg	19 900	14 700	34 600
Hesse	66 600	45 300	111 900
Lower Saxony	25 900	15 100	41 000
Mecklenburg-Western Pomerania	95 400	72 300	167 700
North Rhine-Westphalia	207 500	137 100	344 600
Rhineland Palatinate	44 500	29 100	73 600
Saarland	12 800	8 600	21 400
Saxony	57 300	33 600	90 900
Saxony-Anhalt	35 000	21 100	56 100
Schleswig-Holstein	32 000	24 200	56 200
Thuringia	32 900	19 300	52 200

Source: Federal Statistical Office, Special Series 11, Education and Culture, Series 3, Vocational Education 1993, figures as at 31 December.

G. The 10 occupations most frequently chosen by male and female trainees in 1993

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H. Previous schooling of trainees with a newly concluded training contract in 1993

Type of school <sup>a</sup>	Trainees	
	Absolute figure	Percentage
Secondary general school, with no leaving qualification	19 713	3.5
Secondary general school, with leaving qualification	195 611	34.2
Intermediate school, or equivalent leaving qualification	204 558	35.8
University entrance qualification	78 552	13.7
Basic vocational education year at school	20 906	3.7
Full-time vocational school	45 087	7.9
Vocational preparation year	6 779	1.2
<b>Total</b>	<b>571 206</b>	<b>100.0</b>

Source: Federal Statistical Office, Special Series 11; Education and Culture, Series 3; Vocational Education 1993, figures as at 31 December. Calculations by the Federal Institute for Vocational Education.

<sup>a</sup> Two thirds of the category "Others, no details" were assigned to secondary general schools with leaving qualification and one-third to full-time vocational schools. Polytechnic secondary school leavers were included with intermediate school pupils, while special school pupils are included with secondary general school pupils with no leaving qualification.

I. Vocational school pupils according to age and sex, from 1970 to 1993

(Percentages)

Year	Average age		
	Male	Female	Total
1970	16.8	16.4	16.6
1975	17.1	16.8	16.9
1980	17.6	17.5	17.6
1985	18.2	18.2	18.2
1990	19.0	19.0	19.0
1991	19.0	19.0	19.0
1992 <sup>a</sup>	19.0	19.0	19.0
1993	19.0	19.0	19.0

Source: Special Series 11, Series 2; Vocational schools from 1970 onwards, Federal Statistical Office, Wiesbaden.

<sup>a</sup> The new Länder are included from 1992 onwards. The age data for the Länder Brandenburg and Saxony-Anhalt are not available for 1992.

ANNEX II

Overview of measures for the realization of equal  
rights since 1990

A. Laws

- July 1990                    Extension of child-raising benefit and child-raising leave from 15 to 18 months
- July 1990                    Revision of the law concerning foreign nationals, creating fundamental legal rights to the subsequent immigration of family members and to a separate right of abode for the wife after a minimum period of conjugal life in Germany
- 3 October 1990            Regulations on the occasion of the accession of the German Democratic Republic to the Federal Republic of Germany
- Statutory regulations for families and women, which took different forms in the two German States for more than 40 years, are uniformly resolved in the Unification Treaty. The Treaty between the Federal Republic of Germany and the German Democratic Republic on the Unification of Germany stipulates how the unified German legal situation is to be regarded as of 3 October 1990 and which principles are to be used in resolving remaining differences in regulations. Article 31, paragraph 1, enjoins the legislators for the whole of Germany to continue developing legislation on equal rights for men and women.

A brief overview of the most important women and family-specific contents of the Unification Treaty:

Since 3 October 1990, uniform laws are to apply in all areas as far as possible. Different standards are to remain in effect for a transitional period wherever this is not immediately possible. The Unification Treaty thus stipulates that the Federal laws of the Federal Republic of Germany are also to apply in the former German Democratic Republic for virtually all provisions relating to women and the family as of 1 January 1991. Some provisions remain in effect beyond this date.

In detail, this means:

The provisions of the Federal Child-Raising Benefit Act are also valid in the new Federal Länder as of 1 January 1991 and apply to children who were born after 31 December 1990. The previous regulations of the former German Democratic Republic on the special protection of the working woman in the interests of maternity, the

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maternity allowance, the release from work following delivery and the maternity benefit apply to children born before this date. All mothers and fathers entitled to claim receive child-raising benefit during the first 18 months of their child's life if they look after the newborn baby themselves. The monthly child-raising benefit of DM 600 is exempt from taxes and execution. This amount is paid regardless of income for the first six months, but is dependent on the income of the parents after that. The annual gross income limit is about DM 46,000 for married couples with one child and approximately DM 33,000 for single parents.

The Federal Child Benefit Act comes into effect on 1 January 1991 in the territory of the former German Democratic Republic. Child benefit is also tax-exempt, the monthly amounts being

	<u>Deutsche Marks</u>
For the first child	50 (70 since 1992)
For the second child	130
For the third child	220
For each further child	240

From the second child onwards, the child benefit is reduced if an annual income of DM 45,400 for married couples or DM 37,880 for single parents is exceeded. However, the parents still receive a minimum of DM 70 for the second child and DM 140 for each further child. This income-dependent reduction only comes into effect in the new Federal Länder in 1992.

Parents who cannot or cannot fully make use of the child allowance in relation to wage and income tax receive the so-called child benefit supplement.

The validity of the Federal German Act on Advance Maintenance Payments and the Ordinance on the Safeguarding of Subsistence of the former German Democratic Republic will remain in their respective areas of application until revised by the legislator.

All tax concessions for families and children - child tax allowance, training and further education tax allowance, household tax allowance, global care allowance, tax-deduction for the construction of a single-family house domestic help - are also valid for all citizens of the former German Democratic Republic as of 1 January 1991.

As of 1 January 1991, the Act on the Protection of Gainfully Employed Mothers (Maternity Protection Act) is also applicable in the territory of the former German Democratic Republic. However, this only applies to births after 31 December 1990. The Act on the Protection of Mothers and Children of the former GDR remained valid for a limited period after 1 January 1991 for children born prior to 1 January 1991.

The Ordinance of the former German Democratic Republic on the Increase in State Maternity Benefit and the Extension of Maternity Leave is still applicable to children born prior to 1 January 1991; this provision then remains in effect, subject to this condition, until 31 December 1993.

The protection existing in the former German Democratic Republic against unfair dismissal for single parents, whose children were born prior to 1 January 1992, remains valid.

The German Democratic Republic day off for housework also remains valid until 31 December 1991.

The regulation on release from work to care for sick children, as valid in the former German Democratic Republic, expires on 30 June 1991. The law of the Federal Republic of Germany is valid as of 1 July 1991.

The legislators for the whole of Germany are enjoined to pass a regulation by 31 December 1992 at the latest, to guarantee better protection of prenatal life and the constitutional resolution of conflict situations of pregnant women, primarily via the introduction of legal rights for women, in particular to counselling and social welfare services, than is currently the case in both parts of Germany.

- |              |                                                                                                                                                                                                                                                                                                                                                                                |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| October 1990 | Revision of the Directive on the Vocational Advancement of Women in the Federal Administration                                                                                                                                                                                                                                                                                 |
| January 1992 | Extension of child-raising leave until the child reaches the age of three. Parents are enabled to alternate up to three times in taking time off. Child-raising benefit for children born after 1 January 1992 is extended to two years.                                                                                                                                       |
| January 1992 | The Pensions Reform Act of 1992 extends the recognition of child-raising periods in the statutory pensions insurance scheme from one year to three years for children born from 1992 onwards. Furthermore, credited periods due to raising children up to the age of 10 and due to providing long-term care at home and without remuneration from 1992 onwards are introduced. |

June 1992

Act on Assistance for Pregnant Women and Families

The Act on Assistance for Pregnant Women and Families is passed. However, the section on the punishability of pregnancy terminations does not come into effect, owing to the ruling of the Federal Constitutional Court on 4 August 1992. The resolved assistance for women does enter into effect. Particular features include:

Sex education, contraception, family planning and counselling services

Availability of free contraceptives for women under 21 years of age insofar as they are members of a statutory health insurance company

Legal right to a kindergarten place (as of 1 January 1996) for children from the age of three until their enrolment in school

Need-based expansion of supervisory services for children under three years of age and children of school age, as well as the provision of all-day places as required

Women returning to work who participate part-time in continuing vocational education schemes owing to caring for children in need of supervision are granted a maintenance allowance and DM 120 towards the costs of supervising the children.

Trainees who have taken child-raising leave may not be disadvantaged.

The additional requirement supplement for individual help with maintenance is increased to 40 per cent of the standard regular maintenance-payment rate for parents caring for one child under seven years of age or for two or three children and to 60 per cent for parents looking after four or more children.

Pregnant women are given particular consideration in the allocation of accommodation, as defined in the second Publicly Assisted Housing Act and the Housing Allocation Act, as well as the Housing Occupancy Eligibility Act.

Expansion of release from work owing to caring for a sick child from 5 to 10 days per parent (single parents: 20 days) per child and year, with loss of earnings being compensated for by the statutory health insurance companies; increase in the age of the child to be cared for to under 12 years; limitation of release from work to a maximum of 25 days annually (single parents: 50 days).

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Under the Act on Advance Maintenance Payments, single parents can receive advance maintenance payments from the youth welfare offices for a maximum of 72 months for children under 12 years of age, as defined in the ordinance on regular maintenance payments.

- July 1992            The penal regulations on trafficking in human beings are revised. The aim of the re-enactment is the improvement of the protection under penal law of foreign girls and women, in particular, against sexual exploitation in Germany.
- July 1992            First Act Amending the Maternity Protection Act (improved protection against unfair dismissal)
- January 1993        In the context of the tenth re-enactment of the Employment Promotion Act, the addition "Women are to be promoted in relation to their share of the unemployed" is included.
- May 1993            The ruling of the Federal Constitutional Court issues orders for the protection of unborn life in penal law; these have legal force until such time as a revision is made by the legislator.
- July 1993            The punishability of sexual abuse of children is extended to offences by Germans against foreign children abroad (German sex tourists).
- July 1993            As part of the amendment of the penal code on child pornography, inter alia, the range of penalties for the dissemination of child pornography is increased and, in particular, the previously non-punishable possession of pornographic portrayals involving children is made subject to penalty.
- May 1994            A uniform penal regulation is created which protects male and female youths under 16 years of age against sexual abuse, regardless of the sex of the perpetrator or that of the victim.
- June 1994            In cases of sexual offences against children and youths, the start of the period of limitation is postponed until the victim is 18 years of age.
- 29 July 1994        The 1995 Agricultural Social Security Reform Act, which came into effect on 1 January 1995, improves the social security of farmers' wives by introducing, inter alia

- (b) An improvement of the European Community Labour Law Amendment Act,
- (c) The Act on Protection against Sexual Harassment at the Workplace and
- (d) The Federal Bodies law.

27 October 1994 The equal rights precept in article 3, paragraph 2, of the Basic Law is expanded: "The State shall promote the implementation of de facto equal rights for woman and man and shall work towards the removal of existing disadvantages."

1994 Realization of equal rights in the law on married and family names

1994 Bans and restrictions on the employment of women - inter alia, the ban on night shifts for women, which was declared unconstitutional by the Federal Constitutional Court - are abolished by the Working Hours Act.

1994 The Act on the Continued Payment of Wages on Public Holidays and for Workers on Sick Leave (Act on the Continued Payment of Wages) includes workers employed in the short term or for small-scale jobs in the scope of application of continued payment of wages or salaries in cases of sickness. The former exclusion from continued payment of wages or salaries had primarily affected women.

1 January 1995 The reform of the agricultural social security system (Agricultural Social Security Reform Act of 29 July 1994) comes into effect, introducing, inter alia, independent social security for farmers' wives.

April 1995 The Long-term Care Insurance Act comes into effect. Compulsory contributions to the statutory pensions insurance scheme are paid for persons who are not in gainful employment, or only in limited gainful employment, as a result of their caring activities, if they provide care for at least 14 hours per week.

July 1995 The Act Amending the Act on Assistance for Pregnant Women and Families realizes the aims of the Federal Constitutional Court on the legal regulation of pregnancy terminations.

The main point at issue is the compulsory counselling of pregnant women in distress and conflict situations. This counselling is conceived to protect life and is thus given with this aim in mind, but the result is completely open. The responsibility and the informed, considered decision of the woman in the early stages of her pregnancy following

professional counselling is an essential component of the protection concept.

The embryopathic indication is abolished.

Lawful pregnancy terminations (medical or criminological indications) are paid for by the health insurance companies. In cases of social neediness of the woman, the Federal Länder bear the costs for terminations, pursuant to the counselling regulation. Physician's fees for pregnancy terminations are limited.

The right of mothers of illegitimate children to claim supervisory maintenance from the father of the child is extended and increased from one to three years.

Pregnant minors and young families also have the right to a housing eligibility certificate.

1 January 1996

The revision of the Equalization of Family Benefits and Services comes into effect.

Child benefit is increased to DM 200 monthly for each first and second child, to DM 300 monthly for the third child and to DM 350 monthly for each further child. The age limit is raised from 16 to 18 years.

As of 1 January 1997, child benefit is raised to DM 220 monthly for each first and second child.

The child allowance (deduction from the sum of taxable earnings) is raised to DM 6,624 per year and child as of 1 January 1996 and to DM 6,912 as of 1 January 1997.

In future, family benefits and services will be dynamically developed further: with each new improvement in child benefit, the child allowance will be raised correspondingly. Conversely, this also applies to child benefit, if the child allowance is increased parallel to the subsistence minimum of children.

The child benefit supplement is abolished as a separate benefit and is incorporated in the considerably increased child benefit. The income-dependent reduction of child benefit is also abolished.

The Home Ownership Assistance for young families is improved. Income-dependent tax relief is thus replaced by an allowance for an own home, which is granted for a period of eight years within certain income limits, regardless of the amount of tax debt. Furthermore, the additional allowance for children is

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raised by 50 per cent to DM 1,500 annually per child for the same period.

Owing to the 20 per cent increase in the sum normally required for the maintenance of a child, the benefits pursuant to the Act on Advanced Maintenance Payments are raised to DM 249 in the old Federal Länder and DM 214 in the new Federal Länder for children up to five years of age, and to DM 324 in the old





- 1991 Publication of the results of a representative study on sexual harassment at the workplace
- 1991 Publication of the results of the observation of a trial for trafficking in women: "A woman's dignity is inviolable"
- February 1992 Publication of the results of the first representative population survey on equal rights in Germany: "Equal rights of women and men - reality and attitudes of the population"
- June 1992 Constitution of an inter-ministerial working group: "Gainful employment of women in the new Federal Länder"
- 4 August 1992 The Federal Constitutional Court rules that the penal section of the Act on Assistance for Pregnant Women and Families of 27 July 1992 will initially not come into effect.
- July 1992 Convening of a National Preparatory Committee to prepare for the 1995 Fourth World Conference on Women
- November 1992 Report by the Federal Government on the resolution of the European Parliament of 11 June 1988 on violence against women
- November 1992 "Women in the Federal Republic of Germany" published; documentation of women's circumstances in the old and new Federal Länder
- December 1992 Reply of the Federal Government to the major interpellation of SPD: "Situation of women's and girl's shelters and the need for legislative action"
- December 1992 Third nationwide Equal Rights Conference on the subject of flexible working hours - qualified part-time work for women and men
- 1992 Constitution of an inter-ministerial working group of commissioners for women's affairs in the supreme Federal authorities
- 1992 Publication of a study on the environment and scope of trafficking in human beings involving foreign girls and women
- 1 January 1993 Introduction of the Federal foundation "Mother and child - protection of unborn life" into the new Federal Länder
- January 1993 Resolution of the German Bundestag on the improved consideration of masculine and feminine descriptions of persons in legal parlance
- January 1993 Reply of the Federal Government to the major interpellation of the PDS/Left-Wing regarding women's circumstances in the new Federal Länder



- November 1993 Second report by the Federal Government on the realization of the Directive on the Vocational Advancement of Women in the Federal Administration (1989-1991)
- December 1993 Second human rights report by the Federal Government, which also contains a special section on violations of human rights concerning women
- December 1993 Special congress of the Federal Ministry for Women on violence against women - a subject for men
- 1993 Publication of the report on the scientific evaluation of a pilot counselling centre for girls who are victims of sexual abuse, as well as their mothers
- 1993 Publication of a media package for teachers for dealing with the subject of violence against women in schools
- 1993 Publication of the brochures "By women - for women" and "By men - for men" on male violence against women



Women in science and research, women's research

Social security of women, women in special circumstances

Housing construction, urban, traffic and regional planning

Other measures, including work with girls, legal parlance, women and the media

2. Measures and programmes

(a) School, education and training

Analyses of school books

Continuing education for teachers, including women-specific issues

Studies on sex education

Development of curricula for sex education on the specific subject of equal rights and violence (Bremen)

Projects for the realization of equal rights of female pupils and female teachers at school, as well as for the promotion of girls and women at schools

Promotion of school research projects (Brandenburg)

Annotated bibliographies on subjects concerning equal opportunities in the school sector (Hesse)

Continuing education for female day-care workers in the elementary education sector on the difference between the sexes (Baden-Württemberg)

Establishment of equal rights-related contents and focuses in the general curricula for all years and types of schools

Compilation of tips for teachers on help concerning the subject of equal rights

School trials/pilot trials for methods of teaching the natural sciences to girls and boys

Projects/research/pilot trials on career guidance for girls (and boys)

Information events/brochures/mobile exhibitions on the career choice behaviour of girls and the motivation of girls to expand their career range

Computer and informatics courses for women and girls

Cooperation with adult education centres and organizers of political adult education, including continuing education measures for women only

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Promotion of family education institutions

Promotion of non-institutional women's education projects

Inter-ministerial working group on vocational training for girls  
(Saxony-Anhalt)

Career-related work for girls in rural areas project (Schleswig-Holstein)

Retraining measures, continuing education courses for women in the skilled  
trades

Development of a modular system for part-time training as a geriatric nurse  
(Schleswig-Holstein)

Studies on the gender-specific segmentation of the training place market  
(Brandenburg)

Contraception campaign (Saarland)

Brochure: Act for the Protection of Minors at Work (Saarland)

(b) Working life, vocational advancement of women

Introduction of plans for the vocational advancement of women and  
recommendations on the structure, content and realization of such plans in  
the Länder administrations and in public enterprises

Action programmes on women and careers: compulsory regulations on the  
vocational advancement of women in all existing job market, economic and  
structural programmes of the respective Länder, as well as various  
individual measures on the vocational advancement of women

Länder initiatives on equal employment opportunities: joint initiatives of  
Länder governments, the economy and trade unions

Regional centres for women and career/job market with the aim of improving  
the training and employment situation of women, stimulating the vocational  
advancement of women and supporting the reintegration of women in  
employment

Pro-women business/company competitions

Regulations on the tasks, position and status of commissioners for equal  
opportunities in the Länder administrations and inter-ministerial working  
groups

Development and expansion of continuing education programmes for women

Qualification projects for women receiving social welfare benefits and  
unskilled female workers

Advising of companies on the promotion of unskilled and semi-skilled female workers (Hesse)

Initiatives for acts concerning the vocational advancement of women and the reconciliation of family and career: acts on the vocational advancement of women, equal rights and equal opportunities acts, anti-discrimination acts

Brochures, assistance programmes (including loan programmes) for women setting up in business

Promotion of part-time work, making working hours more flexible

Administrative reforms

Poster series "Women's work" (Baden-Württemberg)

Performance-related quota regulations for the appointment, promotion and assignment of high-level activities, as well as for the allocation of training places in the civil service (Schleswig-Holstein)

Reports on the situation of women in the Länder civil services

Ban on small-scale employment in public service (Schleswig-Holstein)

Studies on the training and job market situation of women

Opening up of new possibilities for supplementary earnings for farmers' wives and possibilities for the gainful employment of rural women

Pilot project for working women on practice-oriented qualification of women in executive positions (several Länder in cooperation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

Initiatives for the increased combination of state-awarded contracts and grants with company measures for the vocational advancement of women

Study on promotion of women in the private economy (Saxony)

Information campaign for women in small-scale employment (Rhineland-Palatinate); cross-border cooperation regarding women and the job market

Pilot project work mix for secretaries in the civil service (Rhineland-Palatinate)

Realization of the concept of vocational advancement of women as an integral component of human resources development and human resources planning

Realization of criteria for the structuring of job advertisement texts, with the aim of improving the promotion of opportunities for women (Hamburg)

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Development of mobility concepts in the civil service from the point of view of increasing opportunities (Hamburg)

(c) Reconcilability of family and career

Efforts to create qualified part-time jobs



Pilot project for unemployment women on practice-oriented qualification of women for the junior and middle management levels with responsibility for personnel (Saxony-Anhalt/Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

Directive on the award of a once-only grant for the creation of additional jobs (Saxony)

Pilot project on qualification of women with families as day-care workers on the basis of family-related work qualifications (Rhineland-Palatinate)

Pilot project on training as a qualified family carer (Hamburg)/Pilot projects for the low-level entry into employment of single mothers receiving social welfare benefits (Hamburg)

Study on the qualification of women returning to work during child-raising leave and compilation of a guide for women taking child-raising leave, as well as a handbook for human resources professionals (North Rhine-Westphalia)

Research project on taking advantage of family-related competences/possibilities of using them in working life (Bavaria)

(e) Violence against women and girls

Staff regulations on the prohibition of sexual harassment at the workplace, as well as studies, campaigns, etc., on this subject

Public campaigns/conferences/publications on the subject of violence against women, some of which integrate men

Establishment of emergency numbers, distress groups for women and girls

Women's shelters

Girls' shelters, refuges, walk-in and counselling centres, emergency accommodation for girls

Improvement of regional supply of accommodation and occupational reintegration measures for women from women's shelters (Hesse)

Coordination of counselling and therapy services for violent men (Hesse)

Counselling centres for rape victims and women and girls affected by violence

Partial funding of the walk-in centre for rape victims in Freiburg (Baden-Württemberg)

Professional conferences, studies, publications on the subject of sexual abuse

Working groups, commissions, inter-ministerial working groups at the Länder level dealing with the subject of violence against women

Research project on violence in the social sphere (Bavaria)

Studies/recommendations on mobility and safety in the public sphere

Continuing education and information events on the subjects of violence against women and children and sexual abuse, partly for training police officers

Circular order of the Länder government, in order to ensure sensitive treatment of victims of sexual violence by police officers (North Rhine-Westphalia)

Establishment of special police units for the prosecution of criminal offences against sexual self-determination, rape and sexual coercion

(f) Foreign women

Sponsorship award for women's research at universities  
(Rhineland-Palatinate)

Support and organization of events for women's research projects

Brochures and seminars on zoning from a female point of view  
(Schleswig-Holstein)

Publication and promotion of women's maps, handbooks, etc., for women

Supervision and support of women-oriented accommodation projects and women-oriented planning of housing and housing environments (Hamburg)

Projects for women-oriented development of city districts

Activities concerned with considering specific women's issues at various municipal and Länder levels

Revision of car park regulations (women's parking spaces)

Regulations on giving priority consideration to, for example, single mothers and women from women's shelters when allocating subsidized housing

(j) Other measures

Work with girls:

Projects for girls in the field of non-school youth and youth welfare work

Events, campaigns, brochures, etc., for girls

Study of right-wing extremism amongst girls and young women  
(North Rhine-Westphalia)

Legal parlance:

Initiatives and statements in connection with concrete acts and/or drafts

Länder acts or resolutions for the promotion of the equality of women in legal and administrative parlance

Directives, decrees or administrative regulations on non-sexist official and legal parlance

Brochure on more women in our language, fundamental questions on more non-sexist formulation (Schleswig-Holstein)

Women and the media:

Quota regulations for the composition of Länder broadcasting bodies

Sponsorship awards for journalistic contributions by and about women  
(North Rhine-Westphalia)

Studies on sexism and violence on television

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Promotion of female artistic performers, art and cultural projects by and for women:

"Aequitas" equal opportunities award (Schleswig-Holstein)

Cooperation with and promotion of women's organizations, groups, initiatives and associations, including the funding of projects

Cooperation with equal opportunities boards at a municipal level and statutory regulations for the establishment of municipal equal opportunities boards, as well as studies and overviews

Inter-ministerial working group on lesbian lifestyle of women (Saxony-Anhalt)

Expert report on the honorary work of women and men (Schleswig-Holstein)

Development of help for homeless women, documentation, studies, hearings

Strategy seminar for female municipal councillors (Baden-Württemberg)

Analyses of municipal elections with regard to women's policy (Baden-Württemberg)

Promotion of women's and girls' sports projects

Women's handbooks

Study on elderly women in Lower Saxony (Lower Saxony)

Congress on women in a united Europe (Bremen)

Promotion of mothers' centres

Expert report on genetic engineering and reproductive medicine - Social consequences for women in Hamburg (Hamburg)

Projects (e.g., contact and counselling centres) for prostitutes

Activities on women's policy at a European level

Promotion of women's projects in the context of development cooperation

D. Publications

1. Series of publications issued by the Federal Ministry for Women

Women's associations and women's organizations in the Federal Republic of Germany

Efficacy of, need for and utilization of medical and social care institutions for women and mothers with children

Equal rights of women and men - reality and attitudes of the population 1994

Families in upheaval: the situation of families in the former German Democratic Republic

Lifestyle options in young marriages and the desire to have children

Sexual abuse of children and youths - intervention and prevention

Persons in need of help and long-term care in private households

Concepts for a pro-family working environment (three volumes)

Cost of living for children

Women's offensive - young women in commercial and technical occupations

Counselling services and counselling institutions for women returning to work

Improvement of the circumstances and employment situation of farmers' wives after retirement from or handing over custody of the farm via qualification and (re-)integration into gainful employment

Women in the new Federal Länder in the process of German unification

Integration problems of German Democratic Republic women resettling in the west - prospects, experiences, strategies



The caring, sharing man - attitudes and behaviour - results of a representative population survey

Information material on article 218 of the German Penal Code (StGB), including the ruling of the Federal Constitutional Court

Political interest and development of the range of personal interests between the ages of 20 and 30

Equal rights of women and men - reality and attitudes of the population. Results of the second representative population survey on equal rights in Germany

Documentation of the professional congress on violence against women - a subject for men

Women returning to work in the nursing sector

The target groups of counselling centres for women returning to work

Promotion of women's self-employment as a contribution to municipal economic development

Walk-in centre for rape victims, interim report on a pilot trial

Despite pain - no gain? Women and the individual promotion of artistic performers 1986-1994

Sexual interference in psychotherapy and psychiatry

Symposium on "Social assistance for female offenders", conference documentation

The contribution to safety of special night-time transport (disco buses)

New ways of creating jobs, socio-economic orientation exploits potential

United Nations material on violence against women

Jobs for women today and tomorrow. A study of selected industrial areas in Berlin and the surrounding area

Power and humanity

Sexual violence against women in the public and private sector

Different insurance premiums for men and women in private health insurance

Continuing education for police officers concerning violence against women

3. Other publications issued by the Federal Ministry for Women on women's issues (brochures, leaflets, media packages, posters, exhibitions, etc.)

Women in the Federal Republic of Germany

Seventy-five years of women's suffrage

The Federal Equal Rights Act

Concerted equal rights action for the 1990s. Documentation of the second, third and fourth nationwide equal rights conferences.

Leaflet for schools on women and men have equal rights

Leaflet on equal rights of men and women

Guide for the promotion of women in companies

Guide for counselling centres dealing with violence in relationships

Shaping the structural transformation - women's role (report of the Organisation for Economic Cooperation and Development (OECD))

Documentation of the National Preparatory Conference for the Fourth World Conference on Women

Report by the Government of the Federal Republic of Germany for the 1995 Fourth World Conference on Women

Reports by the 12 working groups of the German National Preparatory Committee for the 1995 Fourth World Conference on Women

Counselling/continuing education, retraining/creating jobs for women in the new Federal Länder

The opportunity, pilot programme for reintegration

Leaflet: "Information exchanges for women"

Maternity Protection Act

Living together without a marriage certificate

Information on the Fourth World Conference on Women

Women's pensions, questions and answers

(Not) a petty offence? Sexual harassment at work

Material on the violence against women campaign

Violence against women has many faces: brochure for women

Violence against women destroys men too: brochure for men

Violence against women campaign handbook

Media package for schools

Five different posters

Course concept for police officers dealing with male violence against women

Child-raising benefit, child-raising leave

Child benefit

I can make it alone. Guide for single parents

State assistance for families: when - where - how

Advance maintenance payments - information

Guide to counselling services

Address book of women's shelters

Life before birth

Contraception - methods and possibilities

Children in day-care institutions and day care. Information for parents

Fifth family report by the Federal Government on families and family policy in unified Germany - the future of human resources, Bonn, 1994

E. Publications issued by other Federal Ministries and agencies on women's issues

Press and Information Office of the Federal Government:

Policies for women

Information for families

Women in Europe

Federal Ministry of the Interior:

Part-time employment in the civil service. A guide for civil servants in the Federal Government

Series of publications by the Federal Ministry of the Interior

Equal rights for women - a constitutional mandate

The problem of equal rights for women in the Federal Administration, taking the Federal Ministry of the Interior as an example

Abolition of the existing equal rights deficit of women by statutory quota regulations

Improvement of women's situation in the media

Women in the civil service. Characteristics of female civil servants

Women in sport - equal rights?

Federal Ministry of Justice:

Matrimonial and family law

International private law - an overview of the revisions

Federal Ministry of Labour and Social Affairs:

Mobile time - A guide for employees and employers (in cooperation with the Federal Institute for Employment and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth)

The household as a workplace

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Federal Institute for Employment:

Effects of information technology on the gainful employment of women - particularly in office jobs

Gainful employment of women - literature and research projects, documentation on job market and occupational research

Employment projects for rural women in Eastern Germany (Institute for Labour Market and Occupational Research)

Federal Ministry for Education, Science, Research and Technology:

"Studies on Education and Science" series:

Women in technical occupations, documentation of a professional conference

Youths, computers and education. Results of an empirical study

Child care and continuing education. Analysis of existing approaches and recommendations for action

Promotion of women in small and medium-sized companies. Results of a company survey and analyses of existing measures

Qualification possibilities for women in executive positions. Review and recommendations

Implementation of European Community education programmes. Experiences, problems, recommendations for improvement

"Education and Science Today" series:

Girls heading for their "Abitur" school-leaving examination. Interim report

All-day school. Availability, demand, recommendations

Environmental advice for the household. Documentation of a professional conference

Promotion of women in the higher education sector. A balance of measures and initiatives

Correspondence bridge courses in the new Länder. A study concept for the acquisition of a Fachhochschule degree

Practical semesters at Fachhochschulen. Legal and organizational review

Students at institutions of higher education. Annotated figures on institutions of higher education, students and new students

Study situation and student orientations. Fourth survey

1991 report system for continuing education. Results of surveys on participation in continuing education in the old and new Federal Länder

Students with children. Reply of the Federal Government to a major interpellation

Programme for the renewal of higher education and research in the new Länder. Information on promotion measures and application procedures

Vocational integration and continuing education of female engineers from the new Länder. Results of a survey

Access to education. Pupils and teachers in schools, vocational training, institutions of higher education and continuing education

Students at institutions of higher education 1975-1992. Annotated figures on institutions of higher education, students and new students

Vocational continuing education of women in Germany. Special assessment of the 1991 report system for continuing education

Other publications:

Continuing education in information technology for women in the new Federal Länder. A project for female multipliers

Female managerial assistants in the skilled trades. Results of the scientific study on the pilot trial of the Hamburg Chamber of Trade

Education opportunities and employment prospects for women in the new Federal Länder. Documentation of a colloquium

Cornerstones of Vocational Qualification. Course concepts for women in the new Federal Länder

Qualification of women in the new Federal Länder. Results of an accompanying scientific study

Women have a lot to offer. Guide for the promotion of women in small and medium-sized companies

Women trained in commercial and technical occupations

Promotion barriers for women in the university sector

Girls and computers. Results and models of computer courses

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Women at institutions of higher education. Statistical data on career opportunities

Significant female natural scientists (poster)

Federal Ministry of Food, Agriculture and Forestry:

Women in agriculture

Circumstances and employment situation of farmers' wives (series of publications by the Federal Ministry of Agriculture)

Use of resources by rural households for the costs of living (series of publications by the Federal Ministry of Agriculture)

Employment situation of women in the rural regions of the new Federal Länder (in: Reports on Agriculture, vol. 72/2)

Federal Ministry for Economic Cooperation and Development:

Possibilities for integrating women in measures for the resource-conserving use of timber

An international comparison of measures for the promotion of women

Other agencies:

Limited gainful employment of women and men. Facts - hopes - chances of realization (edition sigma)

Men in part-time work and househusbands. Reasons for and consequences of the limited gainful employment of men (edition sigma)

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