

**United Nations Questionnaire on the National Implementation of the
Platform for Action of the 4th World Conference on Women in Beijing**

**Response of the Government of the Federal Republic of Germany
(Status: June 1999)**

Introduction

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth involved various social groups and actors in the government and the economy in the elaboration of its response to the questionnaire. These included the ministries of the Federal Government, the Federal Länder, the Federation of German Local Authority Associations, the Confederation of German Employers' Associations, the Confederation of German Trade Unions and the German Women's Council (a nationwide federation of various women's associations and women's chapters of mixed associations). The German Women's Council critically reviewed the draft version. As they could no longer be incorporated into the text, the comments of the German Women's Council have been included in Appendix 1.

As expressly requested by the United Nations, it is assumed that the reader is familiar with the reports already submitted to the United Nations, such as the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women from 1997 and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) from 1998. Repetition will be avoided. Therefore, references are made to the corresponding pages of the previously submitted reports for each section in Part 3 of the questionnaire. It is likewise assumed that the reader is familiar with the National Report on the Implementation of the Results of the 1999 World Summit on Social Development. No direct references are made to this report in the corresponding sections of Part 3, as the final version of the report is not yet available. The breakdown of each chapter into sections A, B and C corresponds to the specifications of the United Nations. "A" gives national examples of successful measures, "B" gives national examples of negative experiences and obstacles encountered, and "C" describes the implementation of the commitments to possible further actions and initiatives (commitments made by the governments on the occasion of the 4th World Conference on Women).

The Fourth CEDAW Report of last year (1998) describes the development of equal rights with examples of achievements and obstacles, so the response to the questionnaire focuses on updates and scheduled programs, particularly in relation to the three main strategic objectives of the National Strategies, which represent mainstream issues in the sense of the Platform for Action. These issues are: "Participation of women in decision-making", "Improvement of women's situation in industry and commerce and on the labor market", and "Human rights and the elimination of violence against women and girls".

Part 1

The reports already submitted to the United Nations and Part 3 of the response to the questionnaire describe the situation of women in their various phases of life, but also in the different conditions under which they live. Long-term developments in the areas of family, work and society are also analyzed. Substantial improvements have been made in equal rights policy since German Unification through the following supplement to Art. 3 Para. 2 of the Basic Law: "The state promotes the implementation of de facto equal rights for women and men and works towards the elimination of existing disadvantages". The 4th World Conference on Women in Beijing in 1995 also gave new momentum to equal rights policy on the national and international level. The Amsterdam Treaty, which was adopted by the European Council in June 1997 and went into effect on 1 May 1999, also prescribed the promotion of equal rights between women and men.

The Second Equal Rights Act represents the effort made by the Federal Government to strengthen the promotion of women in the Federal Administration. Equal rights acts or equal opportunities acts for the promotion of women now also apply in all of the 16 Federal Länder. Never before have there been so many institutions in the Federal Government, the Länder and the municipalities responsible for implementing equal opportunities for women and men in various spheres of life. Nevertheless, there is still a lot of work to be done to establish de facto equal opportunities for women and men. Positive programs and incentive systems play an important role in achieving the goal of equal opportunities and particularly also in raising awareness. All too frequently, women and men still cling to a conventional concept of gender roles which has to be changed. This is why the promotion of women and equal opportunities policy is one of the focal points in the policy of the new Federal Government (in power since fall 1998). Establishing the equality of women and men is to become a project of social reform which will also include the amendment of the Second Equal Rights Act.

The new Federal Government also expressly emphasizes the **mainstreaming function of women's policy**. For example, the realization of the "gender mainstreaming approach" has been under way in the Federal Ministry of Education and Research since fall 1998. Equal opportunities are a key strategic element. The "Women in Education and Research" working unit has been assigned to the "Strategy" Directorate. The objective is to change the typical nature of women's policy and establish equal opportunities as a performance-related and competitive factor. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth plans to promote the implementation of the "gender mainstreaming approach" in all political sectors of the Federal Government through the projects presented in Part 3, Section VIII. For example, a corresponding cabinet decision ensures that the government of Lower Saxony will

also pursue the same goal on the Länder level. The programs mentioned in Part 3, Section V "Women and armed conflicts" can surely also be considered a success in the implementation of the "gender mainstreaming approach", which is still frequently not firmly anchored in the awareness of the responsible parties. This is an area in which a gender perspective would not have been accepted just a few years ago. The Gender Concept (concept for the promotion of the equal participation of women and men in the development process) was adopted in July 1997 within the framework of development cooperation. This concept is a binding specification in development policy for structuring the development cooperation work of the German Government via the Federal Ministry for Economic Cooperation and Development and the implementing organizations, it acts as a guide for German non-governmental organizations. At the same time, the so-called DAC Gender Guidelines (Guidelines for Gender Equality and Women's Empowerment in Development Cooperation) were adopted in 1998 by the DAC Committee of the OECD. Among other things, they serve as a guide for the donor countries in implementing the Beijing Declaration and the Platform for Action.

On the whole, greater awareness of equal opportunities issues and also of the necessity for women to participate in positions of authority has been achieved since the 1990s. Nevertheless, the progress made with regard to women in decision-making is still rather modest. The last Bundestag elections (fall 1998) managed to increase the percentage of women in the Federal Government. With 5 ministers and 10 parliamentary state secretaries in a total of 14 ministries, there have never before been so many women in a German Government as there are now in the new Federal Government. In a comparison of the EU countries, Germany thus ranks in second place (35%) along with Denmark. The overall percentage of women in the parliaments of the Federal Republic is 30.1% and thus considerably higher than the EU average of 17.5%. These results represent major progress in the implementation of one of the main problem areas of the Platform for Action, which is also one of the three main strategic objectives of the National Strategies for the Implementation of the Beijing Platform for Action.

This progress was promoted by, for example, the efforts made by all parties to increase the percentage of women in decision-making positions and particularly also the pressure exerted by the women's organizations within these parties and the resulting party convention resolutions. At its party convention in Münster in 1988, the SPD resolved to amend its organizational statutes and election regulations to the effect that each sex must hold at least 40% of all the party's offices and seats. At the CDU party convention in Hanover in 1996, a quorum for the participation of women was anchored in the statutes of the CDU which prescribes one-third participation of women in all offices, seats and functions within the party. According to the party statutes of Bündnis 90/Die Grünen, women

must account for at least 50% of the members of all bodies and organs of the Federal Association of the party. The F.D.P. rejects fixed quotas as a means of promoting women in the party. According to a resolution adopted by the Federal Executive Committee in 1987, equal opportunities for women at all levels of the party organization are to be achieved by way of a voluntary obligation. The F.D.P. is aiming for women to be represented in decision-making functions in accordance with their proportion of the total number of members. The party statutes of the PDS provide for a proportion of at least 50% women for the nomination of candidates for elections to parliamentary bodies and for all party offices. See Appendix II for information on the development of the percentage of women in the executive bodies of the parties and on the positive effect of the quota regulations.

The NGOs, particularly the German Women's Council, also had a considerable influence on increasing the percentage of women in decision-making positions in politics. This positive experience with quotas shows that it is decisive for women to be sought after to assume executive responsibilities just as much as men.

Within the framework of a thorough revision of the Equal Rights Act, a pending amendment to the Federal Bodies Law, among other things, will give further emphasis to the importance of equal opportunities policy in the near future. This is necessary because, despite some progress made, the equal participation of women and men in the bodies within the sphere of influence of the Federal Government has not been satisfactory up to now, due to the fact that too many exceptions are permitted. In contrast, the latest promotion statistics show that the percentage of women in higher intermediate service in public administration has increased by nearly 2% in one year. A particularly great increase was recorded in the number of department heads: there are ten female department heads in the supreme Federal authorities today, whereas there were only two last year.

At institutions of higher education, the Federal Government and the Länder have made an effort to encourage more women to go for their doctorate and to increase the number of female professors. This was achieved by special programs and corresponding recommendations.² The amendment of the Framework Act for Higher Education (HRG), which went into effect in August 1998, also provided important impulses for equal opportunities. Although the absolute number of female lecturers is still deplorably low - 7.5% at universities and 9% at other institutions of higher education - it did increase by 1% just between 1995 and 1997 as the result of promotional programs.

The influence of pilot programs and the Federal Government, Federal Länder and municipal acts on the promotion of women have contributed to creating an atmosphere in which

discrimination against women can no longer be simply dismissed by men with a shrug of the shoulders. Also worthy of mention in this context are the effects of the projects promoted within the framework of the 4th Medium-Term EU Action Program for Equal Opportunities between Men and Women (1996-2000). Examples in this context include the Women's Computer Center, sponsored by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, with its "European database/Women in Management Positions" or the project office in Berlin with its "preparing women to lead" internships for the promotion of female junior managers talent.

The example of women in management positions will also encourage girls and women and gradually dispel prejudices. This also includes the necessity of redefining the male role. For example, men as well as women need to develop a willingness to also take over family tasks. In the opinion of the Federal Government, experience has shown that tangible improvements in the situation of women can only be achieved through flexible quota regulations. The Federal Government intends to continue to set an example in the civil service sector. The Federal Government is additionally pursuing the goal of also implementing equal opportunities policies in industry and commerce.

Gainful employment is an important element in the plans women have for their lives today. The realization of the "Improvement of women's situation in industry and commerce and on the labor market", one of the main problem areas of the Beijing Platform for Action and also one of the three main strategic objectives of the National Strategies for the Implementation of the Beijing Platform for Action, is progressing well in the Federal Republic.

The labor market improved for women in 1998. Unemployment among women declined in both the old and new Federal Länder as compared to the figures for 1996. While the unemployment rate of women was 10.3% in the old Federal Länder, and thus still below that of men (10.6%), the figures for the new Federal Länder displayed a trend towards equalization, albeit it at a high overall level (women in 1998: 21.8%; 1997: 22.5%; men in 1998: 17.4%; 1997: 16.6%). The renewed greater relative increase in unemployment among men in 1998 closed this gap even further.

The Federal Government has developed an "Immediate assistance program to reduce youth unemployment - Training, qualification and employment of young people", which is currently being implemented. The goal of the immediate assistance program is to get 100,000 young people into jobs and training courses during 1999. Young women receive promotion to an extent which corresponds to their percentage among all unplaced training place applicants or unemployed persons. Young women are to receive special support in future-oriented fields of

training and employment which have previously had a disproportionately low percentage of women.

All the programs for the promotion of women have not, however, been able to effectively eliminate serious, gender-specific forms of discrimination to date. Despite equivalent and sometimes even better education and training qualifications, discrimination against girls and women persists in the area of gainful employment. The labor market continues to be split between men and women even in Germany: women are only minimally represented in management positions, but overrepresented in the lower ranks. There are more women in poorly paid and less future-oriented occupations. One result of this situation is unequal income. For example, in 1997, the average gross monthly pay of female white-collar workers in the manufacturing, trade, banking and insurance industries (excluding part-time employees) was roughly 30% less than that of men in western Germany and roughly 24% less in eastern Germany.

Too many girls continue to concentrate on typical female occupations requiring formal training which offer poor future prospects. Therefore, it is important to modernize these traditional female occupations and facilitate the access of young women to commercial/technical occupations. A good start in the working world is decisive for success later on. Thus, girls and young women must have good training and access to future-oriented occupations. The new Federal Government has made this one of its special goals.

Another problem lies in the intermittent employment history typical of women, which still leads to a variety of disadvantages. One key issue continues to be the reconcilability of family and career. In this context, the most important problems are making working hours flexible and organizing child supervision and care. Working time and work organization are based on traditional male working lives and lifestyles just as strongly as child care facilities and schools are with their rigid operating hours. Men do not participate enough in family and care tasks. Problems associated with reconcilability are still left largely to women.

The promotion of new businesses is an important goal of the Federal Government. The potential of women who want to set up in business must be given greater emphasis than before in the context of economic promotion, so that women who want to set up in business do not get passed over, but rather can receive targeted support from appropriate programs. Targeted educational and advisory programs and the elimination of discrimination in obtaining start and loan capital are of particular importance for women. Banks still primarily base their lending policy for business starters on male lifestyles.

In the private economy, the Federal Government has so far relied on voluntary initiative. The Federal Government has supported industry and commerce through comprehensive public relations work, improvements in advisory services and through practice-based research projects, but also through improvements in the legislative sector. Experience has shown that more flexible working time regulations benefit both the companies and their female and male employees. Skilled employees and management staff, in particular, make too little use of part-time work but, as role models and trend-setters in companies, they are important for its acceptance and increased use. Equal opportunities and family-friendly working conditions do not contradict competitive strength, but rather enhance it. These realizations are slowly becoming established in public awareness. Therefore, the goal will continue to be to advertise and spread exemplary practices and to create incentives for establishing equal opportunities in companies. In future, however, legal specifications will additionally be intended to help establish equal opportunities for men and women in companies and businesses. New equal opportunities regulations are to be elaborated for this sector in cooperation with the economy. Through the "Women and careers" program, the new Federal Government intends to give new momentum to the equal participation of women in industry and commerce and the labor market in 1999 (see Part 3), in order to

1. Eliminate discrimination against women in businesses and companies,
2. Improve discriminatory working conditions of employed women, not only with regard to the reconcilability of family and career,
3. Increase the percentage of women employed in those sectors in which they are underrepresented,
4. Establish income equality, and
5. Provide for representation of the interests of women.

Through this program, the German Federal Government is also addressing the goals and concerns of the EU employment policy guidelines. In the 1999 guidelines, "gender mainstreaming", i.e. the realization of equal opportunity for women and men in all employment policy guidelines, has been integrated as a new guideline in the previously established fourth pillar "Improvement of equal opportunity programs".

There are many links between the "Women and careers" program and the German "Confederation for employment, training and competitiveness". Both of these programs focus on socially insured, qualified gainful employment, qualified training in future-oriented occupations (for women also) and the improvement of competitiveness in industry and commerce. A key approach in both programs is to improve the flexible and employment-promoting organization of working time. In all the issues covered by the "Confederation for employment, training and competitiveness" - in which employee as well as employer and

government representatives are involved - it is necessary to consider the impact they have on the equal opportunities of women and men. For this reason, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is involved in the working groups and expert groups set up within the framework of implementation.

The third main objective of the National Strategies and a main problem area of the Beijing Platform for Action is "Human rights and the elimination of violence against women and girls". The progress made in this sector and the problems which still exist are covered in detail in last year's Fourth CEDAW Report and expanded on in Part 3, Section IV of the response to the questionnaire.

The new Federal Government will continue the relentless fight against violence against women in the second half of 1999 with a National Action Plan. The goal is to prevent violence against women and to provide maximum protection and support for women who have been victims of violence. This also includes combating trafficking in women and the efforts to protect women against gender-specific persecution.

Part 2

Question 2

The question concerning how much of the overall budget is allocated to the promotion of women cannot be answered. This is also true for the question of what percentage of this allocation has come from third-party donors since 1995. There are ministries on the Federal and Länder level which are responsible for equal opportunities policy and their budget reflects expenditures on programs purely for the promotion of women. However, in the course of gender mainstreaming, there are also other ministries which promote equal opportunities policy programs which are included in their budgets. The Federal Republic of Germany does not have a summary of all funds allocated to programs for the promotion of women.

Only a few facts can be given as examples:

- ◆ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth had access to approx. DM 20 million for equal opportunity programs in 1998. Despite budget cuts, this amount has remained at roughly the same level since 1995 and is to be increased to DM 21 million next year. There are also education programs required by the Act on Assistance for Pregnant Women and Families and for facilities of the German Mothers' Convalescence and Recuperation Scheme. A total of DM 40 million is earmarked.
- ◆ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth spent a total of over DM 2.3 million to combat violence against women in 1998.
- ◆ DM 2 billion have been allocated in 1999 for the "immediate assistance program to reduce youth unemployment", DM 600 million of that being provided by the European Social Fund.
- ◆ The funds for many programs are also reported in the respective sections in Parts 3 and 4 of the CEDAW Report.
- ◆ German urban development law is largely gender-neutral and does not provide for any financial or institutional promotion of explicitly women-related programs. Since 1993, however, the issue of "Urban Planning for Women" has been the subject of research promotion and the political discourse and has been covered in numerous reports and events on this subject, most recently during the 1997 World Habitat Day.
- ◆ Within the framework of the Universities Special Program, there are plans to allocate DM 720 million - this being equivalent to 20% of the program's total budget - to the promotion of women in the measures for specific individuals - this being equivalent to 40% of the funds for measures for specific individuals. This goal was already achieved in 1996 and 1997. The participation of women is analyzed from various angles in an annual report.

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- ◆ The annual contribution to UNIFEM was increased to DM 1.6 million in 1995.
- ◆ The issues of the Beijing Platform for Action are increasingly being implemented in the project policy of German development cooperation (e.g. annual trustee projects with UNICEF:
 - 1997 to combat the genital mutilation of women,
 - 1998 for the post-conflict education of children traumatized by war,
 - 1999 to increase the school enrolment of girls in Asian countries).
- ◆ On the Länder level, Saxony has provided the following figures for budget and investment volumes:

Loans for setting up in business

1998 – 2000:

DM 5.7 million total

Pilot projects:

- "Women and careers" regional offices
1995 – 2000 DM 1.369 billion total
- Training project for single mothers on social assistance
1998 – 2001 (according to projected budget) DM 600.000 total
- "Pro-family company"
in each year 1997/1999: DM 40,000 = DM 80.000 total
- Shelter for girls and young women affected by violence
in each year 1996/97: DM 30,000 = DM 60.000 total
- 1998-2000: scientific support of the
pilot project according to contractual agreement DM 236.700 total

Studies:

- Study "Vocational advancement of women in private enterprise"
1996/97: DM 69.000
- Study "Evaluation, Quality development and assurance of women-specific projects in Saxony"
1999-2000: DM 335.000

Campaign:

- "DONNAwelter – Die Wirtschaft braucht Frauen,
(the economy needs women) 1998/1999 DM 300.000 total

Reentry-into-science fellowships:

1997-2000

DM 2 million total

Subsidies for women's organizations, projects and programs from 1995 – 1999

DM 5.33 million total

Further budget and investment figures can be found in the respective ministerial budgets earmarked for equal opportunity.

Question 3, a) to c)

Following the 4th World Conference on Women, the National Strategies for the Implementation of the Platform for Action, which were the result of a year-long discussion process, were presented in 1997 for the implementation of the Beijing Platform for Action. This process began with the National Follow-Up Conference in March 1996, a commitment the Federal Republic made on the occasion of the 4th World Conference on Women. At this National Follow-Up Conference, the various social groups and responsible actors from the area of politics, industry and commerce, the churches and associations exchanged their preliminary ideas for implementing the requirements of the 4th World Conference on Women. A report on the conference proceedings is available. After the conference, associations and institutions, women's groups and individual Federal Länder incorporated their initiatives, programs and recommendations into the National Strategies. Unfortunately, only partial success was achieved in encouraging the various actors to describe the initiatives and programs with which they intend to fulfil the requirements of Platform for Action that fall into their spheres of responsibility. Many of the recommendations for the implementation of the Beijing Platform for Action were limited to demands on the Federal Government and remained rather unclear in their own spheres of responsibility.

An important instrument in propagating and discussing the National Strategies was the "Initiative in demand - Women in demand" campaign, which was conducted by the Federal Government in 1997/98 and involved a competition for ideas, regional impulse events and an action handbook as a practical guide.

Various social groups and responsible actors in the government and the economy were also involved in answering this United Nations questionnaire.

As part of the follow-up to the 4th World Conference on Women, for example, the German Women's Council, a nationwide federation of various women's associations and women's chapters of mixed associations, was regularly included in the German delegation to the

Women's Rights Commission of the United Nations, which deals with the implementation of the 4th World Conference on Women. There was and is also a regular exchange of ideas between the German Women's Council and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, also at the executive level. Regular discussions are held between the European Women's Lobby (EWL, the largest European women's association) and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Within the framework of development cooperation, an informal working group consisting of female staff of German NGOs is participating actively and constructively in the preparation process for the Special Session of the General Assembly on "Beijing Plus 5". In the Women's Rights Commission of the United Nations, which met in March, the German presidency, acting on behalf of the European Union, already strongly advocated a regional European preparatory conference within the framework of the United Nations for the Special Session of the General Assembly of the United Nations on "Beijing Plus 5". The ECE (United Nations Economic Commission for Europe) has since planned a meeting of the Member States and NGOs, probably to be held in January 2000, which is to focus on the following issues: Access of women to employment and programs for improving the reconcilability of family and career, national mechanisms and action plans for equal opportunities and the promotion of women, trafficking in women and violence against women, women in public life and participation in decision-making, and gender-specific statistics.

Due to their different specialized areas of responsibility, different Federal Ministries are in charge of the follow-up efforts to other global conferences. Similarly, participation on the Länder level and among the NGOs is just as diverse. Different structures exist to follow up on the other global conferences than those for the follow-up to the 4th World Conference on Women. For example, the "NGO Forum on the World Summit for Social Development", consisting of various non-governmental organizations, handles the follow-up to the World Summit for Social Development. With a view to gender mainstreaming, the involvement of the Ministry for Women is possible in most cases in order to coordinate the various processes, thereby examining whether or not a gender perspective was incorporated.

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics, to ²⁾, particularly p. 12ff, 28, 33, 43, to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections II., V., VI., VII.

- A -

Strategic objectives A 1 – A 4 (Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty / Revise laws and administrative practices to ensure women's equal rights and access to economic resources / Provide women with access to savings and credit mechanisms and institutions / Develop gender-based methodologies and conduct research to address the feminization of poverty)

- ◆ The legislature revised the regulations on small-scale employment with effect from 1 April 1999. Permanent small-scale employment status applies at an income of up to DM 630 per month, where the weekly working time must be less than 15 hours. For this type of employment, the employer pays flat-rate contributions of 12% of the pay, which result in corresponding pension claims. In addition, these employees also have the option of acquiring an entitlement to the full range of pension insurance benefits (rehabilitation, disability pension, early pension, pension calculation based on minimum income) by voluntarily adding 7.5% to the flat-rate employer contribution - or at least the difference between the employer contribution (12%) and the minimum amount of DM 58.59.

- ◆ Within the framework of the Federal Social Assistance Act (BSHG), the Assistance Finding Work program serves to overcome dependence on social assistance through qualification and re-integration into the working world. In this

context, the interests of women are catered to in many different ways. On the one hand, they make up a target group for the measures included in the Assistance Finding Work program. On the other hand, however, single women with children under the age of three are exempt from the obligation to take a job, in order to enable the least possible restrictions on the raising of children below pre-school age. The obligation imposed on the social assistance agencies by Art. 18 Para. 3 Sentence 3 BSHG to ensure that single parents are given priority in offering day-care places for the child, also makes it possible for more women to return to work earlier.

- ◆ Experience has shown that women are more likely to respond to women-specific programs in the field of assistance for the homeless than to mixed-gender programs. Homeless women often hide the fact that they are homeless and have frequently experienced violence. Dependence on alcohol or medication and serious health conditions are among the problems they often have to cope with. It has become clear that many of these women have employment skills which must be promoted in order to enable social integration. In order to expand on the results of the pilot project "Assistance for single homeless women", which came to a successful conclusion at the end of 1997, a more comprehensive project on the "Occupational promotion of single homeless women" was launched in 1998.
- ◆ The state government of Bavaria recently published a scientific report on social conditions in Bavaria. The objective of the report is to analyze the social conditions of specific population groups. The report also places special emphasis on the social situation of women and the causes.

- B -

Strategic objectives A 1 – A 4 (Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty / Revise laws and administrative practices to ensure women's equal rights and access to economic resources / Provide women with access to savings and credit mechanisms and institutions / Develop gender-based methodologies and conduct research to address the feminization of poverty)

- ◆ Problems which specifically affect women in Germany include the situation of the single mother and maintenance payments which, in many cases, are not paid at

all or only irregularly. Inadequate social security due to intermittent employment histories also plays a role in this context:

- Roughly 1.1 million single mothers with children under the age of 18 were living in Germany in 1997. 325,000 (approx. 28%) of them were dependent on social assistance.
 - The proportion of women among the recipients of regular cost-of-living assistance is 61% in the age group of 21 to 49 year-olds, although only 49% of the overall population in this age group are female.
 - The Act on Advance Maintenance Payments (UVG) guarantees minimum maintenance for the children of single parents who either do not receive any maintenance at all from the other parent obliged to pay it, or only an inadequate amount. The costs for the UVG are shared equally by the Government and the Länder. Collecting back maintenance payments from the maintenance debtors is extremely problematic.
 - Many women become dependent on social assistance due to inadequate old-age insurance. Of the roughly 8.2 million women aged 65 or older, a total of 140,150 (1.7%) of them were drawing regular cost-of-living assistance at the end of 1997, while only 50,920 (1.1%) of the roughly 4.7 million men aged 65 or older were dependent on it. However, this problem has become far less important over the last two decades.
- ◆ The efforts to eliminate the poverty and disadvantages which affect women also encounter obstacles in Germany. "Assistance Finding Work" (see I. A.) is a good example of the dilemma of "grace period" and "reintegration": a general effort towards occupational reintegration, which would also apply to women with small children, might be too much for these women to handle and, in their case, questionable for the children from the standpoint of developmental psychology. On the other hand, however, if the reintegration measures are initiated too late, there is a risk of the women losing touch with the occupational skill requirements, particularly in view of the rapid technological development occurring now in almost all occupational fields. In Art. 18 BSHG, the legislature defined pre-school age to be the criterion for the point at which an effort to return to work should be started. The individual municipalities which grant social assistance in practice handle this situation in very different ways, where the situation on the regional labor market also plays a role. The important thing in this context is to provide female social assistance recipients with intensive counseling in order to work with them at setting the point in time at which it is in their own interest to make a concerted effort to find employment.

- ◆ In the opinion of the German Trade Union Federation, the prerequisites established by the **social security and tax system and the lack of framework conditions** (e.g. all-day care for children of all age groups) force women, in particular, involuntarily into part-time jobs and precarious employment situations. The number of small-scale jobs has risen by 36% in the last five years to 5.6 million, nearly 60% of which are held by women. The exclusion of these jobs from the social security system results in the proliferation of second-class jobs. The consequence for women is that the road to normal (part-time) employment subject to social insurance is blocked in the long term, because small-scale jobs are much cheaper for companies than part-time jobs subject to social insurance. This, in turn, not only has long-term effects on women's income, but primarily also on their social security in old age.

- C -

Strategic objectives A 1 – A 4 (Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women in poverty / Revise laws and administrative practices to ensure women's equal rights and access to economic resources / Provide women with access to savings and credit mechanisms and institutions / Develop gender-based methodologies and conduct research to address the feminization of poverty)

- ◆ At the 4th World Conference on Women, the Federal Government made a commitment to allocate a total of **US\$ 40 million** for advisory projects in legal and social policy with particular emphasis on women by the year 2000 within the framework of bilateral technical cooperation. Up to now, projects totaling about DM 60 million have been approved or planned, the majority of which being for Africa and others for Latin America and Asia.

The following difficulties arose in this context: on the one hand, governments in developing countries frequently do not consider the promotion of women to be a priority of development cooperation and, on the other hand, it is often difficult to identify suitable responsible institutions to implement projects of this kind in developing countries.

- ◆ **Within the framework of development cooperation, the Federal Government intends to increase promotion of the economic independence of girls and women and particularly their basic education and training and primary health care.**

- ◆ **The Federal Government will be elaborating a poverty and wealth report, probably to be completed by fall 2001, which is to provide a basis for reviewing social security.**

II. Education and training of women

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹), the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²), the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³) and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴.

Reference is made to ¹), particularly p. 28ff, 41f, 49f, statistics,
to ²), particularly p. 15, 23ff, 33, 39ff, 44,
to ³), particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴), particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections VI., VII. and XI.

- A -

Strategic objectives B 3 – B 6 (Improve women's access to vocational training, science and technology and continuing education / Develop non-discriminatory education and training / Allocate sufficient resources for and monitor the implementation of educational reforms / Promote life-long education and training for girls and women)

Science/Research

- ◆ Since 1991, young women scientists have been able to receive an extra child care grant amounting to DM 300 - 500 within the framework of the **post-graduate scholarships** sponsored by the Federal Government and the Länder. The framework conditions have also been changed in order to enable better reconcilability of scientific qualification and child care.
- ◆ In Saxony-Anhalt, for example, there are networks and programs on women's research and on the institutionalization of women's research.
- ◆ The Federal Ministry of Education and Research has prompted the Hermann-von-Helmholtz-Gemeinschaft Deutscher Forschungszentren (HGF - an association of German research centers) to adopt policy resolutions on equal opportunities in the supervisory bodies of the research centers, particularly for filling scientific management positions, and to submit personnel development plans for the next

five years. This is intended to substantially improve the situation of women scientists, who hold less than 1% of the management positions and are thus considerably disadvantaged in this area. Most of the centers have since initiated corresponding programs.

Vocational training and continuing education

- ◆ There is a lack of training places for young people of both sexes. However, the transition to training and work is particularly difficult for young women. For this reason, the Federal Government has developed an **new "Immediate assistance program to reduce youth unemployment - Training, qualification and employment of young people"** which is currently being implemented. The goal of the immediate assistance program is to get 100,000 young people into jobs and training courses during 1999. DM 2 billion will be allocated for this program in 1999, DM 600 million of that being provided by the European Social Fund. The program is being conducted by the Federal Institute for Employment. Promotion is provided for young people up to age 20 in need of a training place or qualification program, or assistance finding a job after a period of unemployment. Young women receive promotion to an extent which corresponds to their percentage among all unplaced training place applicants or unemployed persons. Young women are to receive special support in future-oriented fields of training and employment which have previously had a disproportionately low percentage of women. The plan includes programs to be conducted for roughly 30,000 training place-seekers and 70,000 unemployed young persons. Depending on the regional requirements, the Employment Offices can select different areas of concentration for the various types of programs. The commissioners for women's affairs of the Employment Offices will be involved in the programs and define specific key areas for young women. The program has got off to a successful start. There were 49,000 women (42%) involved at the end of April, this being more than the proportion they represent among unemployed persons under 25 (39.1%).
- ◆ **Improvement of career information and counseling** for women in order to expand the range of possible careers open to them.
- ◆ Saxony-Anhalt, for example, has elaborated recommendations and measures for **expanding the range of occupations** open to girls (action concept of the Land government).

- ◆ The employer associations' career center in Bavaria, for example, has been conducting **orientation seminars** for girls in Schweinfurt since 1995, in order to prepare them to make an informed career decision in the **commercial/technical sector**. The program is financed by funds from the Land and the European Social Fund.
- ◆ Since 1998, the Ministry of Social Affairs of Baden-Württemberg, for example, has been promoting a project of the Chambers of Handicrafts of the Stuttgart region with a total of DM 150,000 (for a period of three years). The goal of the project is to promote the interest of girls in **commercial/technical occupations** in close cooperation with the schools.

School

- ◆ In 1997, for example, the Land of North Rhine-Westphalia passed a **women's promotion concept for the school sector**, launched an "**Assertiveness training for girls in school**" initiative and financed a program for "**Identifying new occupations for women in technology, the skilled trades and the media**".
- ◆ The Land of Lower Saxony, for example, issued an ordinance concerning **school commissioners for women's affairs** (1998). It requires that the school director appoint a female school commissioner for women's affairs at every state school having a staff with less than 50% female state employees and an overall total of more than 10 state employees. Among other things, this commissioner advises and supports the schools with regard to the distribution of the teaching load, part-time work arrangements and further training. In order to promote girls in youth work, the Land grants subsidies to recognized sponsors of youth work, for example to conduct educational events and leisure time or recreation programs which serve to improve the situation of girls and young women in youth work.⁸
- ◆ The Land of Saxony-Anhalt, for example, sponsored a **Land prize for the promotion of equal opportunities for girls and boys in school**. This prize can be awarded to all types of schools in the Land which have made an exemplary effort to promote equal opportunities for girls and boys.

Information society

- ◆ In cooperation with "Brigitte" magazine, computer schools for women, technology centers for women and Deutsche Telekom AG, the "**Women provide new impulses**

in technology, initiative launched the "Women on the Web" campaign in November 1998. The goal of the initiative is to teach media skills and encourage women to also make increased use of the Internet for their purposes and interests. It also addresses the need for special action, e.g. in order to identify new occupational opportunities for women with technical qualifications in the new Federal Länder. The campaign started in four cities and is to be expanded to about 100 cities nationwide in 1999.

- ◆ It is important to already start teaching media skills in school. Within the framework of its involvement in the "Schulen ans Netz e.V." association (association for getting schools onto the Internet), the Federal Ministry of Education and Research is supporting targeted campaigns on the subject of "Girls on the web".

- B -

Strategic objectives B 3 – B 6 (Improve women's access to vocational training, science and technology and continuing education / Develop non-discriminatory education and training / Allocate sufficient resources for and monitor the implementation of educational reforms / Promote life-long education and training for girls and women)

- ◆ **Child care services** in research institutions have to be improved.
- ◆ We have still not been sufficiently successful in opening access to training in the **commercial/technical occupations**.

- C -

Strategic objectives B 3 – B 6 (Improve women's access to vocational training, science and technology and continuing education / Develop non-discriminatory education and training / Allocate sufficient resources for and monitor the implementation of educational reforms / Promote life-long education and training for girls and women)

Science, research

- ◆ The Bund/Länder Commission for Education Planning and Research Promotion will be submitting an update of the "Promotion of women in the sciences" report

and its recommendations to the heads of the Government and the Länder in the year 2000.

- ◆ Starting in 1999, the research centers of the **Hermann-von-Helmholtz-Gemeinschaft Deutscher Forschungszentren (HGF)** are to offer **100 permanent and 200 temporary positions specifically in order to increase the participation of women in management positions** and to promote young women scientists. The **Max-Planck-Gesellschaft (MPG)** has initiated a **C3 and C4 job program** to increase the **percentage of women in scientific management positions**.
- ◆ **Child care services in research institutions** are to be improved. Targeted child care programs are **urgently necessary** if the **highly qualified potential of women scientists** is to be utilized and if the **attractiveness of German research institutions to top foreign staff** is to be enhanced. Therefore, the **cost-neutral promotion of child care** is to be enabled within the research organizations (**MPG, Deutsche Forschungsgemeinschaft HGF and Fraunhofer-Gesellschaft**) starting in 1999.
- ◆ An **external quality audit** is required in order to realize **equal opportunity** in institutions of higher education and research institutions. The **Total-E-Quality** commendation, which has been so successful in the economy, is also to be awarded to institutions of higher education and research institutions.
- ◆ The special research methods, approaches and achievements of women in science and research are to be presented at Expo 2000. Within the framework of an **"International women's university for technology and culture"**, 1000 post-graduates from all Länder will have 100 days to work with international women scientists in conducting interdisciplinary research in seven project fields and to exchange their experiences.
- ◆ **Wilhelmshaven Fachhochschule**, for example, offers **two courses of study in economic engineering**, one of them being **exclusively for women**, in order to give female students the chance to develop their personality and their skills free of the pressures associated with the stereotyped gender roles which previously had an effect in male-dominated courses of study. The experiment will be monitored scientifically in order to investigate the reasons which speak for or against having courses for women only in this discipline.

School, vocational training and continuing education

- ◆ In order to achieve a substantial improvement for women in the transition to the employment system, the Bund/Länder Commission for Education Planning and Research Promotion (BLK) has prepared a Report on the improvement of the opportunities of women in training and career, which contains proposals for concrete programs and is to be adopted and published in 1999. Emphasis is placed on questions relating to how women can be given the same opportunities as young men when entering an occupation. Experts on schools, institutions of higher education, vocational education and the labor market were involved in the report. It is of particular importance that girls and boys already be taught together in pre-school and primary school about equal opportunities, tolerance and the development of broad potentials. However, changes in schools, institutions of higher education and vocational education, and clear signals from industry and commerce are also important in order to ensure that women gain access to future-oriented careers. The equal participation of women and men in a broad range of occupations and all occupational sectors and career levels represents a major contribution to quality assurance and increased efficiency.
- ◆ As an orientation program for girls, the "Vocational Training 99" fair to be held in Nuremberg from 01.12. to 04.12.1999 is intended to expand the range of occupations open to girls.

Information society

- ◆ The "Women provide new impulses in technology" initiative is to be promoted beyond 1999.

Promotion of the skilled trades

- ◆ The proportion of female trainees in the skilled trades is 16.3% in the new Länder and 20.9% in the old Länder. This low percentage of female trainees is particularly significant because, with 34.7% (1998) of the newly concluded training contracts, the skilled trades are the second largest training sector after "industry and commerce". In order to give young women better opportunities in this sector, a pilot program for the training and continuing education of women in the skilled trades is to be launched this year. An "internship database" is also to be developed and tested as part of this program. As a representative survey of the skilled trades in North Rhine-Westphalia showed in 1997, 47% of the female trainees surveyed were not informed in school about occupations in the skilled trades. Internships

provide a good opportunity to attract girls and women to interesting and also technical occupations in the skilled trades. 87% of the female trainees surveyed in occupations dominated by men did an internship prior to their training. 62% of the trainees surveyed even did their internships in the occupation they are currently training for. Following an internship, girls can make a much better decision as to whether they should pursue a career in the occupational field they have selected. The companies get a chance to get to know their future skilled female workers. Therefore, a database of internships for girls in commercial/technical occupations is to be developed. Interested young women can then be referred to the corresponding companies as needed. The database is to be accessible on the Internet, in order to guarantee an up-to-date service. The skilled trades are also an employment alternative for female and male students who have discontinued their studies at a Fachhochschule. For this reason, the database is also to be expanded to include this group. Female students would then have an opportunity to get better acquainted with everyday company life and possibly find a field of work there, such as company manager. Over the next few years, the skilled trades will need up to 200,000 successors in company management. Taking advantage of this transition for women is also the goal of the joint "Change/Chance" initiative, which offers a nationwide counseling service for women in all sectors. The survey of the skilled trades mentioned above investigated 22 different trades employing 45% women. Among those, there were only 22% junior craftswomen and 1% master craftswomen. Targeted continuing education programs are intended to ensure that more women take the master craftsman examination in future. The more master craftswomen provide training, the more role models there will be for young women. The planned programs are to be developed and tested as pilot projects in one Chamber of Handicrafts district each in both western and eastern Germany.

III. Women and health

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 39ff, 44,
to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Section I.

- A -

Strategic objectives C1 / C2 / C4 / C5 (Achieve universal access to appropriate, affordable and quality health care and related services / Strengthen preventive programs that address main threats to women's health / Promote research and information dissemination on women's health / Increase resources for women's health)

- ◆ **The foundation for a transnational "Women and Health" network is to be established (financed by the EU and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth within the framework of the EU Medium-Term Equal Opportunity Action Program) during the three-year long project for the transnational advanced development and networking of woman-specific approaches in health counseling and health care, which started in 1997. The most important target groups are national and regional organizations in the health sector, women from the health care system and the self-help movements in the participating countries. The international EU exchange is intended to contribute to bundling resources, expanding the level of knowledge and networking activities of this kind throughout Europe.**

- ◆ **Exercise as a preventive health measure;** regular exercise has various positive effects on a woman's physical condition and emotional health, and particularly on

her capabilities in old age. Regular exercise also enhances a person's feeling of self-esteem and a basically positive attitude generates behavioral patterns which become an effective protection factor both emotionally and physically. Unrestricted access of women and girls to all types of sports: from a legal standpoint, women and girls have unrestricted access to all types of sports in the Federal Republic of Germany. All sports which are common on the international level are also to be found in Germany. The sports associations base their activities on the standards of the international associations. Even if a sport or discipline is not available in an organized forum in individual cases, there are no legal barriers for girls or women to play this sport on a private basis. With the adoption of the "Health Policy Concept" in December 1995, the German Sports Federation and its member organizations declared the field of "sports and health" to be one of the primary future tasks of the associations and clubs. The goal is to offer high-quality health programs all over Germany via the associations and clubs. Women represent a particularly large target group in this context. It is important that the health-oriented sports programs be treated as an independent sector and tailored to specific target groups. The health-and-sports programs take a holistic approach and are designed and organized in such a way that they concentrate on positive personal development and the enhancement of a person's own health-related behavior under living conditions which promote good health. (Voraussetzung ist, daß die Anleitung und Betreuung über qualifizierte Kräfte, Übungsleiterinnen erfolgt und sie der spezifischen Motivation und der individuellen Befindlichkeit der Mädchen und Frauen angepaßt sind).

- ◆ **Studies conducted by the Federal Center for Health Education and the Federal Ministry of Health**, which were concluded in 1998, provide information on changes in the consumption of psychotropic substances by girls, young women and adult women. One striking result is that experience with drugs among 12 to 17 year-olds and young women has increased since 1993, keeping in mind that the majority of drug experience in Germany as a whole involves the consumption of cannabis. With regard to alcohol consumption, there is a decline in the frequent consumption of beer, wine and particularly liquor among male youths and young adults in the eastern Federal Länder, while the percentage of girls and young women who regularly drink alcohol has remained the same or, in the case of beer, is on the rise. The proportion of smokers in the Federal Republic as a whole amounts to 43% among men and 30% among women. In eastern Germany, the percentage of smokers among young people between the ages of 12 and 25 has risen from 18 to 34%. The increase among young girls and young women in this

group is particularly strong. The consumption of different substances occurs in a gradual "learning process". Both male and female youths are more willing to try an additional substance once they have already had experience with another. As a rule, this learning process begins with smoking, which increases the probability of more intense alcohol consumption. This increases the probability of consuming cannabis and this, in turn, the use of harder illegal drugs. Certain role constellations promote or inhibit substance abuse among women. Women with young children usually consume less alcohol than women without family ties. The consumption of alcohol by qualified working women is particularly striking.

- ◆ German and European studies have shown that, for women who take addictive substances, consumption is a strategy for coping with conflict situations.
- ◆ Many cities within the Federal territory have counselling and support services for women suffering from addiction.

- B -

Strategic objectives C1 / C2 / C4 / C5 (Achieve universal access to appropriate, affordable and quality health care and related services / Strengthen preventive programs that address main threats to women's health / Promote research and information dissemination on women's health / Increase resources for women's health)

- ◆ The German health system guarantees that everyone, regardless of their sex, age or social status, receives the necessary health services. However, the women-specific approach to health care is receiving only gradual recognition in Germany. Information on gender-specific influences and causes in the field of health and disease is only slowly getting the attention and recognition it deserves.

- C -

Strategic objectives C1 / C2 / C4 / C5 (Achieve universal access to appropriate, affordable and quality health care and related services / Strengthen preventive programs that address main threats to women's health / Promote research and information dissemination on women's health / Increase resources for women's health)

- ◆ Based on the ongoing studies and projects, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is planning to implement **targeted programs** in the field of **"women and health"** which address **specific groups that have received little attention in the past** (e.g. female immigrants) or special problem areas in the field of women's health (e.g. mental health).
- ◆ The preliminary work for preparing a **report on the "Health situation of women in Baden-Württemberg"** within the framework of the health reporting of the Land has been concluded. The report is to be written in the near future.

IV. Violence against women

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 7ff, 35ff
to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

- A -

Strategic objectives D 1 / D 2 (Take integrated measures to prevent and eliminate violence against women / Study the causes and consequences of violence against women and the effectiveness of preventive measures)

- ◆ During the German EU presidency, the Federal Government held the **EU conference on "Violence against women – Measures for preventing (domestic) violence against women in the EU"** in Cologne at the end of March. The conference was organized together with the EU Commission and served as a kick-off event for the EU campaign year for the prevention of violence against women. In addition to the EU Member States, the conference was also attended by the countries applying for membership to the EU.
- ◆ Under the German Council presidency, a **joint position** was formulated for the Community action program **"DAPHNE"** proposed by the Commission for preventing violence against children, young people and women. The particular objective of this program is to support and promote the NGOs and non-profit organizations working in this field. The program is to run for four years and begin on 1 January 2000.
- ◆ **The Act concerning the European Convention on Compensation for Victims of Violence**, was ratified on 17.07.1996 and went into effect on 01.03.1997. The act

is based on the European Convention of 24.1.1983 concerning compensation for victims of acts of violence.

- ◆ With the support of the European Commission and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, Terre des hommes produced an educational film on the fight against pedophilic sex tourism which is shown to travelers on intercontinental flights. The "In-flight spot against pedophilic prostitution in tourism" is intended to draw attention to the problem of pedophilic sex tourism and appeal to the sense of responsibility of the tourists. The spot is also intended to discourage potential offenders.
- ◆ In connection with the establishment of the Berlin Intervention Center (intervention project against domestic violence), an international conference on the work of intervention centers in Europe was held in Berlin in October 1998. The goal of the conference was to enable a professional exchange on the work of intervention centers in other countries and simultaneously intensify networking on the international level. Women from Great Britain, Austria, Switzerland and Germany who are experts in the field took part in the conference. Numerous female and male representatives from the fields of law, internal affairs, health, social affairs and also commissioners for women's affairs from various Federal Länder also attended.
- ◆ In September 1998, for example, the working group of the central associations of voluntary welfare agencies in Bavaria held a conference on the issue of "genital mutilation", which primarily addressed people who work in the health system, general social services, refugee assistance and community centers for female immigrants.
- ◆ A special focus of the development cooperation of the Federal Government is the fight against the genital mutilation of women.
- ◆ In Saxony-Anhalt, for example, there is an intervention project for the victims of sexual violence.

Strategic objective D 3 (Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking)

- ◆ **Educational brochures on the risks of trafficking in women** are available in 13 languages for women in foreign countries who may be planning to emigrate to Germany.
- ◆ In March 1998, the Federal Government published an **addendum** based on the working program submitted in response to the **World Congress against the Commercial Sexual Exploitation of Children** (1996 in Stockholm). The status of the implementation of these Federal Government measures was presented in Strasbourg on 28/29 April 1998 at the Council of Europe's regional follow-up event to the World Congress in Stockholm, on which occasion an interim review was made of what has been achieved since the Congress. It became clear that the Federal Republic of Germany is among the leaders as regards implementation. Numerous projects have been implemented, particularly in the legal sector.
- ◆ The USA and the EU are currently conducting **education campaigns on the subject of trafficking in women** in the Ukraine and Poland.
- ◆ The **Berlin Commission on Trafficking in Women** was established in 1995. The interdisciplinary commission is made up of employees from various senate administrations, the police, counseling centers and projects, as well as female experts in the field. The first report of the Berlin Commission was published in 1997 with recommendations relating to the laws concerning foreigners, organization, data collection and continuing education at the criminal prosecution authorities, and the education, housing and support of female victims. The Commission monitors the implementation of these recommendations. For example, a continuing education event was held at the Land Police Academy in November 1998 which was based on the interdisciplinary concept of the Commission on Trafficking in Women. The Commission also consults with various experts in dealing with issues such as the situation of the victims of trafficking in women in deportation custody, the traumatization of the victims, witness protection programs, etc. In addition to the trafficking of women into prostitution, it also deals with other forms of trafficking in women, such as dealing in arranged marriages or in exploitive employment, particularly on the domestic help market.
- ◆ With the goal of improving the cross-border exchange of information between both governmental and non-governmental organizations and developing a joint approach, an international conference on "European strategies for preventing

and combating trafficking in women", organized by the Berlin Senate Administration for Employment, Vocational Education and Women, was held on 25 and 26 November 1998.

- ◆ Schleswig-Holstein, for example, has been supporting a pilot project on the **comprehensive counseling, guidance and support of women affected by trafficking in women** since 15 December 1998, which is tailored to regional needs (decentralized coordination office). Therefore, the primary task of the counseling and coordination office is to establish various networks and coordinate the details of their activity. On the one hand, the aim is to establish a network of existing counseling centers, whose female staff is also given specific training on the subject of "trafficking in women". On the other hand, a pool of female interpreters and female and male lawyers whose services can be called upon as needed is also being created. Last but not least, a network of shelters is also being established which ensures the safety of the victims of trafficking in women accommodated there. The female staff members of the pilot project also function as contacts for the police and the courts. While continuing to pursue their respective tasks, these groups are to cooperate as closely as possible. Other Federal Länder, such as Saxony-Anhalt, also have initiatives for combating trafficking in women. There are also plans to establish a counseling center for the victims of trafficking in women.
- ◆ On the initiative of the former Ministry of Women, Lower Saxony has been granting permission to remain in the country to foreign victims of trafficking in women since 1997, if they are willing to be a witness in court. If more extensive witness protection proves to be necessary beyond the period of the trial, a temporary residence permit can also be issued. Lower Saxony has three support and counseling centers for the foreign women affected by this situation.
- ◆ Asylum law, the law concerning foreign nationals and also asylum practices cater to women-specific reasons for seeking asylum.
- ◆ According to Art. 16a Para. 1 Basic Law, anyone who is politically persecuted is protected by asylum law. According to supreme court decisions, political persecution is defined as persecution by the state, meaning persecution emanating from the state or at least ascribable to it. The same also applies within the framework of protection against deportation as per Art. 51 Allens Act. Thus, according to the current legal situation, violence against women can be considered

justification for granting asylum if it is perpetrated by the state or by third parties against whom the state fails to apply the means available to it, as a means of political persecution.

If the requirements for granting asylum as per Art. 16a Para. 1 Basic Law, or for providing protection against persecution as per Art. 51 Aliens Act, are not fulfilled, consideration must be given to human rights violations against women in the context of a review of the obstacles to deportation pursuant to Art. 53 Aliens Act, where Art. 53 Para. 4 Aliens Act in conjunction with Art. 3 European Human Rights Convention requires that the persecution emanates from the state or can be ascribed to it and is unequivocally directed at the individual. Art. 53 Para. 6 Aliens Act protects against persecution not attributable to the state. The Federal Office for the Recognition of Foreign Refugees gives consideration to women-specific reasons for flight by carefully and sensitively conducting hearings and having the plea legally appraised by specially trained female sole decision-makers. A total of 43 female decision-makers have received special further training to date. The training includes courses in law and introductory psychology. The legal courses covered the core subjects of "The international legal situation with regard to the protection of women against gender-specific persecution", "The role of women in different cultures" and "The legal assessment of women-specific persecution in German court decisions". The psychology courses dealt with interview methods adapted to the special situation of the affected women, coping with traumatization in hearings, methods of recognizing traumatization and medical examination and recognition of trauma. Following these introductory courses, the female decision-makers took part in an advanced psychology seminar which concentrated on practical cases and the consideration of sociocultural factors. If the female decision-makers so desire, they also have the option of enrolling in an interview-based supervision program. The courses for decision-makers with special assignments are scheduled to continue. In addition, introductory psychology courses on this subject are offered for all decision-makers who are involved or interested in this problem. The legal courses on the subject are also scheduled to be offered to all decision-makers in the Federal Office in future.

- B -

Strategic objectives D 1 / D 2 (Take integrated measures to prevent and eliminate violence against women / Study the causes and consequences of violence against women and the effectiveness of preventive measures)

- ◆ **The Crisis and Counseling Center in Berlin for women and girls who have become the victims of sexual violence (LARA) has been up and running since 1995. The work at LARA has shown that the field of sexual violence continues to be very much a taboo subject, despite the legal changes that have been made. Targeted public relations works is urgently necessary.**

- C -

Strategic objectives D 1 / D 2 (Take integrated measures to prevent and eliminate violence against women / Study the causes and consequences of violence against women and the effectiveness of preventive measures)

- ◆ **The proceedings of the conference held in Berlin on the work being conducted in intervention centers in Europe is to be published this year. The discourse is to be continued on the European level.**
- ◆ **In the second half of 1999, the Federal Government will be presenting the first National Action Plan for Combating Violence against Women in Germany. In this plan, the Federal Government incorporates the previous developments in violence-related fields to date and the new possibilities for combating violence, and defines its areas of concentration in prevention, Federal legislation, the institutionalization of the necessary cooperation, the nationwide networking of support services, work with offenders, public relations and the international fight against violence.**
- ◆ **The Federal Government is currently elaborating an Act on banning violence in child-raising. The goal is to prevent physical and emotional violence in child-raising by promoting a change in awareness among the general population.**
- ◆ **In view of the fact that many women become the victims of violence in their private lives and do not feel adequately protected by the state, the Federal Government is planning to improve the options of civil law for protection against domestic violence. A conference on this subject was held on 11.5.99.**

- ◆ The regulation concerning **the independent right of residence of spouses** was revised within the **framework of the amendment of the Allens Act in 1997**. However, it appears to be questionable whether **the intended improvement in the residence situation of wives who, for example, want to leave their husbands due to abuse, has really been achieved by amending the hardship clause**. For **this reason, the Federal Government is planning to formulate the hardship clause in the future such that victims in unbearable situations can be given appropriate consideration**. In addition, **the general waiting period after which a residence permit is granted independently of the existence of a conjugal community is to be reduced from four to two years**.

- ◆ The Federal Government addressed the Issue of **gender-specific reasons for the persecution of women in its coalition agreement**. The agreement states that: **"We will revise administrative regulations in order to incorporate gender-specific reasons for persecution"**.

- ◆ An **essential element of the Berlin Intervention Project against domestic violence is the planned Intervention Center, the establishment of which is to begin in 1999 and which represents a model approach to anti-violence work in the Federal Republic**. In this context, its work involves **low-threshold services for the information, counseling and assistance of women in violent situations**. **Professional female staff are to be available to the victims via a telephone hotline that will be reachable 24 hours a day and, if necessary, also in their own home**. Assistance services can be **centrally coordinated, cooperation expanded and project-specific public relations work conducted**. **The Intervention Center is to be funded by the Senate Administration for Employment, Vocational Education and Women**.

- ◆ An **International workshop of European crisis and counseling centers is to be held in Berlin in fall 1999 with people working in crisis response and special departments for crimes against sexual self-determination**. **The aim is to initiate an exchange of experience on the effect and, above all, the improvement of the work**.

V. Women and armed conflict

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹), the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²), the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³) and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴.

Reference is made to ¹), particularly p. 28ff, 41f, 49f, statistics,
to ²), particularly p. 47ff,
to ³), particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴), particularly p. 13, 79f, 87ff, Appendix I + II

See also Section IV.

- A -

Strategic objective E 2 (Reduce and eliminate the availability of instruments of violence)

- ◆ The Federal Republic of Germany has fulfilled a major requirement of the Platform for Action by **destroying all antipersonnel mines**.

Strategic objective E 4 (Promote women's contribution to fostering a culture of peace)

- ◆ The Federal Foreign Office is providing US\$ 100,000 (1998) in financial support of a United Nations study on the **integration of a gender perspective in peace-keeping programs**, this being equivalent to roughly 1/5 of the total project expenditure. The final report is to **illuminate this field** - in which a gender perspective has not found any access up to now - and is scheduled to be submitted by **the end of December 1999**. In this context, the review is to include, among other things, the degree to which the gender dimension is relevant in peace missions, the degree to which its neglect impairs the effectiveness of peace-keeping programs and what women can contribute to this situation in the affected country. The goal is to elaborate guidelines, control indicators and practice-oriented recommendations.

- ◆ **Federal funds support the project of the Arbeitskreis deutscher Bildungsstätten (AdB) e.V. entitled "The role of Jewish and Palestinian women in the peace and democratization process". This project focuses on the contribution of women to reconciliation processes in conflict regions, political education work and the development of innovative methods for settling conflicts.**

- C -

Strategic objective E 1 (Increase and strengthen women's participation in decision-making and leadership in conflict resolution)

- ◆ **Up to now, the Federal Ministry of Defense has not permitted the use of female civil servants in legal consulting or teaching functions with soldier status due to their envisaged use in the event of a conflict situation. In future, however, female civil servants who fulfil detailed, predefined requirements can be assigned to posts of this kind.**

VI. Women and the economy

See also Section II and Section IV.

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 12f, 17ff, 27ff, 33, 39, 41,
to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections II. and VII.

- A -

Strategic objectives F1/F2/F3/F4/F5 (Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources / Facilitate women's equal access to resources, employment, markets and trade / Provide business services, training and access to markets, information and technology, particularly to low-income women / Strengthen women's economic capacity and commercial networks / Eliminate occupational segregation and all forms of employment discrimination)

Gender-specific discrimination

- ◆ **The Act Amending the German Civil Code and the Labor Courts Act**, which when into effect in June 1998, redefined the liability of the employer for gender-specific discrimination in the Second Equal Rights Act. The Act is a reaction to the decision of the European Court of Justice of 22 April 1997 (Ref. C-180/95), in which it came to the conclusion that the existing regulations in Germany for the equal treatment of men and women seeking employment did not, in part, agree with European law. The Act Amending the German Civil Code and the Labor Courts Act essentially regulates the following:
 - The compensation standard pursuant to Art. 611a Para. 2 BGB (German Civil Code) is now of no-fault design, meaning that an employer must compensate

the person discriminated against, regardless of whether he is responsible for the violation of the ban on discrimination in the establishment of an employment contract.

- The distinction made by the European Court of Justice between the best-qualified applicant who is discriminated against and the other applicants who are discriminated against, has been adopted. The amount of compensation for the best-qualified applicant is no longer restricted to three months' salary. This restriction was retained for the rest of the applicants.
- The sum-limiting procedure which, in the case of compensation claims by several persons due to gender-specific discrimination, defined the compensation amounts in such a way that the overall total did not exceed six months' salary or that the compensation amount was restricted to 12 months' salary if the employer intended to fill several positions in a single selection process, has been abolished.
- The revised preclusive period for the assertion of claims for compensation is primarily based on the period provided for the assertion of claims for damages in the desired job. In this context, the minimum period of two months - the time frame corresponds to the previous legal situation - is intended to give the job applicant discriminated against, who is not aware of the preclusive period applicable to the desired job, time to gain legal clarity and legal security. If there is no preclusive deadline for the desired job, then the preclusive period is six months.

New technologies

- ◆ A pilot project on the introduction of telework has been launched in the Federal Ministry of the Interior. It is based on modern information and communications technology which makes it possible to carry out activities and tasks at a workplace located outside the Ministry. This workplace is linked to the Ministry via electronic communications equipment.
- ◆ The Federal Ministry of the Interior makes use of "alternating telework". In this program, the employee has a workplace in the Ministry as well as at home. This provides for personal contact with supervisors and colleagues, despite teleworking.
- ◆ North Rhine-Westphalia, for example, has elaborated practice-oriented guidelines on "Telework for companies" and "Telework for employees", which

primarily address the interests and needs of women in the establishment of teleworkplaces.

- ◆ On behalf of the former Ministry for the Equal Opportunities of Women and Men of North Rhine-Westphalia, a study on the effects of information and communications technologies on the employment situation of women was elaborated and presented to the public within the framework of a professional event in 1997.

Equal pay

- ◆ The rating of job activities in the Federal Collective Agreement for Public Employees is being reviewed by the unions and government employers in order to identify any potential discrimination.

Setting-up in business

- ◆ The Deutsche Ausgleichsbank established a new Start-Up Funds program for people setting-up in business, which will provide up to EUR 50,000 per applicant as of 15.05.1999. This program particularly favors women, because they very often implement small projects.
- ◆ The Federal Government supports the German Entrepreneur Forum for Women, a nationwide initiative for networking, counseling and exchanging experience.
- ◆ Saxony has a "Training project for single mothers on welfare" in order to establish the prerequisites for single mothers on welfare to independently secure their livelihood by providing vocational training.

Reintegration

- ◆ The results of the pilot program for the reintegration of women into gainful employment are now available. Within the framework of the "Pilot program on the reintegration of women into gainful employment with the help of training programs and giving special consideration to rural regions", a test was conducted from 1990 to 1996 to determine whether women returning to work can be assisted in resuming employment by providing training subsidies for private employers. The report on the accompanying scientific research shows that this measure can be an effective form of support primarily for the group of women over 40 who have had an extended interruption in employment due to raising children.

This form of support has little effect on the younger generations of women. This area depends most heavily on increasing the promotion of a partnership in the division of labor between women and men and the reconcilability of family and career.

- ◆ The pilot project on socially compatible temporary employment firms launched in 1996 was extended to mid-1999. Since 1996, the social compatibility of temporary employment firms as an instrument of labor market policy for the vocational reintegration of women has been being tested in Thuringia for the new Federal Länder. Two placement specialists for women and half of a project management position are being funded for three years at the Gesellschaft für Arbeitnehmerüberlassung Thüringen (GeAT).
- ◆ Saxony-Anhalt has a Guideline on the granting of subsidies for internship programs for women. Support is provided for women who have successfully concluded a continuing vocational education program run by the Employment Office or women who are registered unemployed and have no claim to benefits from the Federal Institute for Employment.
- ◆ Saxony-Anhalt also has a Guideline on the granting of subsidies for renovating, building or expanding staff rooms which support the promotion of employment for women. The funds are granted if a company does not have the absolutely necessary staff rooms required to create jobs for women.

Equal participation in gainful employment/gender-specific discrimination

The "Women and careers" program, which was adopted in 1999, gives new impetus to the equal participation of women in the economy and on the labor market.

The main elements of the program are:

An Equal Opportunities Act for the Federal Administration

The Federal Government's Act on the Advancement of Women, which has been in effect since 1994, has so far not brought about the results required to fulfil the

constitutional directive. It is therefore being amended by an Equal Opportunities Act for the Federal Administration, which contains plans for establishing equal opportunities with binding targets. The award of training places is to be regulated in such a way that women receive particular support, especially in modern, future-oriented occupations. The competence and veto right of the commissioners for women's affairs are also to be strengthened.

A Federal Bodies Law

The percentage of women in the bodies which provide political advice amounts to only 12.7%. In order to improve this situation, the Federal Government intends to amend the Federal Bodies Law in such a way that more women really are appointed in the practical implementation of the law.

Equal opportunities in the private sector

The Federal Government intends to work together with the economy and the associations in order to realize the equal opportunities of women and men in the private sector. It will support companies and businesses which make a successful effort to promote the equal opportunities of women, and it will elaborate equal opportunities regulations and instruments catering to the diversity of the companies.

Furthermore, the "Women and careers" program intends to:

- Improve training opportunities for young women, particularly in the future-oriented occupations associated with the information society,
- Expand the employment and advancement opportunities of women,
- Eliminate discrimination against women setting-up in business,
- Promote the reconcilability of family and career and more strongly integrate men into family work,
- Counteract income and wage discrimination against women, and
- Increase the percentage of women in research and teaching.

- ◆ **The first and second sets of statistics on the promotion of women (1997 and 1998), which were published in Saxony in accordance with its Act on the Advancement of Women and the first experience report on the situation of women in the civil service in the Free State of Saxony, make it possible, for example, to assess the specificity of the programs and to correct them as needed.**

- ◆ **Two Land Equal Opportunities Acts – in Berlin and Brandenburg – contain regulations which ensure that public contracts can only be awarded to companies which have programs for the promotion of women.**
- ◆ **Decision in July 1998 by the state government of Hesse to implement affirmative action policy after privatization of public entities.**
- ◆ **The inclusion of a specific regulation for the promotion of women in Book III of the Social Security Code as of 01.01.1998 gives further emphasis to the equal opportunities of women and men on the labor market in relation to the services of active labor promotion. Women are to be promoted by the instruments of active labor market promotion in accordance with the percentage they represent among all the unemployed. However, this reform has also brought about setbacks for women, e.g. with regard to the definition of reasonableness or the linking of benefits to prerequisites.**
- ◆ **Including the financing from the European Social Fund (ESF), DM 3.2 million were invested in Hesse in 1998 for orientation courses for people re-entering the working world. The success rate of all the programs has already hit 50%, i.e. one in two women promoted in this way finds a job or completes a continuing education or training program.**

Strategic objective F6 (Promote harmonization of work and family responsibilities for women and men)

- ◆ **The Career and family audit is an initiative of the non-profit Hertie Foundation to assess pro-family programs in companies. 30 companies received a certificate of award between 1995 and 1998.**
- ◆ **Baden-Württemberg, for example, supports the business office of the "Association of small and medium-sized enterprises for the creation of pro-family employment conditions which promote women " as a model project.**
- ◆ **In North Rhine-Westphalia, for example, the state promotion of company-supported day-care has been brought to a successful conclusion. Corresponding projects are now running on their own in various locations.**

- B -

Strategic objectives F1 - F6 (Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources / Facilitate women's equal access to resources, employment, markets and trade / Provide business services, training and access to markets, information and technology, particularly to low-income women / Strengthen women's economic capacity and commercial networks / Eliminate occupational segregation and all forms of employment discrimination / Promote harmonization of work and family responsibilities for women and men)

- ◆ The number of female trainees has dropped much more drastically than that of men. This has a negative effect on girls, because they again get forced into poorly paid occupations offering little opportunity.

The German Trade Union Federation is of the opinion that, although the labor promotion reform of 1998 did result in women-specific improvements (commissioners for women's affairs, women returning to work, etc.), the setbacks associated with this reform hit women much harder than men (definition of reasonableness, linking of benefits to prerequisites, etc.). Similar to the advance increase in the retirement age for women to the level of men at age 65, this reform only achieved an "equal, but equally poor" position for women. However, this cannot be the intention of progressive development in social policy.

- ◆ Protection laws specific to the workplace have exhibited a boomerang effect: women are considered to be higher-risk employees, regardless of whether they are of child-bearing age. For example, family leave for up to 3 years post partum. While less than 2% of men take family leave, most mothers do so for at least 1 year. Ambivalence also results from occupational health protection specific to pregnancy and breastfeeding. Because European occupational health regulations and German national laws provide no focus whatsoever in occupational health on the risks to men's anatomy, specifically with regard to procreation, only women create an additional risk for the employer. The family care-taking infrastructure, for example, is underdeveloped as compared to other EU Member States. Family care-taking and household work continue to be virtually the sole responsibility of women (mothers and even grandmothers are perceived as not being able to devote themselves sufficiently to their workplace).

- ◆ **Unfavorable framework conditions**, such as downsizing and the privatization of certain areas of the public administration, often hinder the consistent implementation of equal opportunity laws.

Setting-up in business

- ◆ There is still a need for **targeted educational and counseling programs for women**. The greatest problems still exist in acquiring start and loan capital.

Strategic objectives F1/F2/F3/F4/F5 (Promote women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources / Facilitate women's equal access to resources, employment, markets and trade / Provide business services, training and access to markets, information and technology, particularly to low-income women / Strengthen women's economic capacity and commercial networks / Eliminate occupational segregation and all forms of employment discrimination)

Equal pay

- ♦ **The Federal Government is to elaborate a report on the career and income situation of women which encompasses all types of occupational discrimination specific to women.**

Setting-up in business

- ♦ **Programs are being reviewed which also give women the opportunity to realize relatively small projects for setting-up in business.**
- ♦ **It is currently being examined whether the integrative method of linking regional, economic, women's and labor market policy can be transformed into a development concept for creating new jobs in an initiative for "Regional economic promotion via citizen participation" of the Federal Government, the Länder and the rural districts. This method was tested in the new Federal Länder within the framework of the pilot project of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth "New ways of creating jobs" (1989-1998). Present experience has shown that citizen participation as a means of economic development improves the social climate, expands the opportunities for the general public to participate and be heard, improves the social and cultural infrastructure, enables the qualification and social integration of women in particular and contributes to the creation of sustainable jobs.**

Equal participation in gainful employment

- ♦ **The "Women and careers" program also targets equal opportunities in the private sector. The Federal Government is to elaborate equal opportunities regulations which are suitable for establishing de facto equal rights and also adapted to the diversity of the companies. In all the various approaches, e.g. be it**

through collective agreements or shop agreements, the Federal Government places emphasis on the following regulatory objectives:

The actors must agree to,

- ◆ Eliminate discrimination against women in businesses and companies,
 - ◆ Specifically promote the vocational education of women in future-oriented occupations,
 - ◆ Improve discriminatory working conditions affecting employed women,
 - ◆ Increase the employment rate of women in the areas in which they are underrepresented,
 - ◆ Also establish equal pay in practice, and
 - ◆ Ensure representation of the interests of women based on the goal of equal opportunities.
-
- ◆ Several Federal Länder regularly hold competitions on the subject of "Pro-women companies". The goal is to locate and advertise companies which establish pro-women practices through their commitment, creativity and good ideas.

Volunteer work

- ◆ Schleswig-Holstein plans to launch the pilot project "Qualification of women in volunteer work" in May 1999 to run for two years. The goal is to qualify women to assume volunteer management positions in the area of political association and municipal work and also to enable women to work as instructors in the area of education on women's policy. The women instructors trained here can later act as education officers in all women's associations, so that the work of women's associations will benefit universally from this project. The women will receive a certificate upon completion of the pilot project.

Strategic objective F6 (Promote harmonization of work and family responsibilities for women and men)

- ◆ The Federal Government will discuss the issue of child care with the Länder and the sponsoring associations. For example, pre-school places which become vacant due to the declining number of children should be converted into places for other age groups. At the same time, the cost cuts currently being observed in the area of day-care establishments should be stopped, so that day-care establishments can pursue their essential tasks. Parents who want to work but cannot obtain a child-care place often remain dependent on social assistance. It is more effective to offer

a child-care place. Additional initiatives of the Federal Government within the framework of its responsibility for improving the child-care situation include:

- ◆ The question as to the quality of the services offered in day-care establishments for children is the focus of the "National quality initiative in the day-care system", which is to start in 1999. A group of six projects, in which individual Länder and sponsors are to participate, is to concentrate on the measurement of the quality and the development of day-care establishments, of the sponsors and within the framework of the continuing education of day-care workers.
- ◆ The "Qualification in day-care" project targets the development and evaluation of a curriculum for the qualification of day-care mothers.
- ◆ The Federal Government also intends to commission an investigation into other options for improving the framework conditions for family day-care. An expert report is to be commissioned for this purpose.

- ◆ The Act on the Granting of Child-Raising Benefit and Child-Raising Leave is to be amended. Priority will be given to incorporating more flexibility into child-raising leave and facilitating permissible part-time work during this time. While parents can only alternate their child-raising leave at the present time, they are to also have the right to simultaneous child-raising leave in future. The total duration of child-raising leave of up to three years is to remain unchanged, but it will also be permissible in future to take up to one year later on, between the child's 3rd and 8th birthday. The previous maximum weekly limit of 19 hours for permissible part-time work during child-raising leave will be increased to an appropriate level.

- ◆ A Fathers Campaign is planned in order to integrate men/fathers into child-raising and family work.

- ◆ An exhibition stand and a "Family and gainful employment" information library are planned.

- ◆ An EU seminar entitled "Model practices relating to the reconcilability of family and career" was held in Düsseldorf on 15/16 April 1999.

- ◆ A project for recognizing skills acquired in family work is planned.

- ◆ A new national **"Pro-women and pro-family company"** competition is planned for the year 2000 with an award ceremony at the **EXPO 2000** "The future of work" theme park.

VII. Women in power and decision-making

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 17ff, 20ff, 23ff, 33,
to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

- See also Sections II., VI., X. and XI. (Child care and the reconcilability of family and career are covered in Section VI.)

- A -

Strategic objective G 1 (Take measures to ensure women's equal access to and full participation in power structures and decision-making)

- ◆ The latest **Federal Bodies Law Report** of the Federal Government, published in 1998, has shown some progress in the proportion of women in the over 1,000 bodies (committees, boards) within the Federal Government's sphere of influence.

Since the publication of the first **Bodies Report** in 1991,

- The average proportion of women in bodies within the Federal Government's sphere of influence has increased from 7.2% to 12.2%.
 - The proportion of bodies without female members decreased from 53.2% to 28.7%.
 - The proportion of bodies in which the proportion of women exceeds 50% has increased from 1.2% to 4.5%.
- ◆ Several of the Federal Länder also publish **bodies reports**, some of which contain recommendations for improving the participation of women in decision-making and advisory processes.

- ◆ **Reintegration scholarships** for young women scientists (e.g. in Saxony and Saxony-Anhalt).
- ◆ **Annual statistics on the promotion of women** and the first report on the promotion of women in 1998, which is to be appear every four years, are published by the Statistics Office of Saxony.
- ◆ Mecklenburg-Western Pomerania draws up a **Women's Report** based on the Equal Opportunities Act and regularly collects and analyses the data.

Strategic objective G 2 (Increase women's capacity to participate in decision-making and leadership)

- ◆ **Within the framework of the Medium-Term EU Action Program** on equal opportunities for women and men (1996-2000), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is co-financing various German projects to increase the percentage of women in decision-making positions, such as the **mentoring project** of the Deutsches Jugendinstitut e.V. (German Youth Institute). The aim of the project is to evaluate and promote mentoring concepts in which women and men who hold high positions or are self-employed make their work experience available to young women for their career planning. The young women thus receive the information they need to be successful in their careers. This improves women's access to qualified employment sectors and to decision-making positions. Another project is the **"European Database" at the Women's Computer Center** in Berlin. In this project, data and information on women in management positions are organized and analyzed in a database. The information is made available on the Internet and in the form of brochures, both to the general public and, in particular to decision-makers in politics, administration, the media and among the social partners. Weak points are identified and a comparative analysis of the career paths and obstacles facing women in management positions is given. The information serves as a basis for the development of strategies for the promotion of women in decision-making positions. The aim of the **"Education on women's policy for equal opportunities"** project, run by the Institute for Women's Research at the Fachhochschule Kiel, is to create a transnational network of institutions and persons who contribute to the equal participation of women at all political decision-making levels through women-specific political education. In this context, innovative concepts for the empowerment of women are

exchanged and the didactic structure of women-specific education further developed. The results are made available to the general public in circular letters, a reader and on the Internet. The "Preparing Women to Lead" project of Berlin Technical University is an international cooperative effort for the promotion of young female managers. Following intensive preparation, the project places highly qualified college graduates in internships with women in management positions in industry and commerce, politics and administration. The aim of the project is to encourage young women to pursue management responsibility by using role models and personal contact to a successful female manager. As an international project, "Preparing Women to Lead" contributes to establishing a European network of women mentors and expands the cooperation options for women in management positions.

- ◆ Within the framework of the Land initiative "Equal employment opportunities", the Land of North Rhine-Westphalia initiated a project which influences company personnel development on three different levels.
 - Establishment of a mentoring program to promote the advancement of women into management positions.
 - Establishment of a pool of women experts in order to bundle the broad range of competence in the area of in-company promotion of women and make it more useful to companies than before.
 - Development and testing of seminar modules for personnel managers with the goal of enabling them to specifically promote female personnel with high potential and place them effectively.

- B -

Strategic objectives G 1/G 2 (Take measures to ensure women's equal access to and full participation in power structures and decision-making / Increase women's capacity to participate in decision-making and leadership)

- ◆ The extensive downsizing and the privatization trend in public administration often restrict the process of improving the equal opportunities of women in the civil service.
- ◆ The reasons for the **underrepresentation of women in the bodies** within the sphere of influence of the Federal Government are primarily related to the low number of women in the upper echelons, particularly in the area of the natural

sciences and in management positions in the Federal Administration, and disinclination of social groups to nominate women for these bodies, be it because they do not know of any qualified women or due to the persistent prejudices against women assuming influential functions.

- C -

Strategic objective G 2 (Increase women's capacity to participate in decision-making and leadership)

- ◆ **The new Federal Government intends to make a fresh start to improve equality between women and men. The Government launched the "Women and Profession" program in 1999. This program aims at the equal participation of women in professional life and society. Part of this program is a new and effective Equality Act. The starting point for this will be the elaboration of new regulations on equal opportunities. Further improvements of the Federal Bodies Law are scheduled to be made in the context of the envisaged Equality Act.**

VIII. Institutional mechanisms for the advancement of women

See also Section VII.

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics, to ²⁾, particularly p. 24ff, 32, to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections VI. and VII.

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Strategic objective H 2 (Integrate gender perspectives in legislation, public policies, programs and projects)

- ◆ The progress described in the 2nd Bodies Report of 1998 on the appointment of women to bodies, offices and functions under the influence of the Federal Government is covered in detail in Section VII. "Women in power and decision-making".
- ◆ Within the framework of projects and a bilateral exchange of experience, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth supports the empowerment and the participation of women in the restructuring process in the Central and Eastern European countries.
- ◆ The Advisory Board for the Enforcement of Equal Rights for Women and Men at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has elaborated a Catalogue of criteria for compliance with the gender perspective

for all exhibitors and project organizations involved in EXPO 2000 and developed a guide for companies represented at EXPO 2000 so that they can better present the improvement of equal opportunities in their companies. The catalogue of criteria and the guide have been submitted to the Commissioner General of EXPO.

- ◆ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is sponsoring a project run by the "Women and EXPO" society concerning the gender advising of the partners organizing the "global dialogue events" at EXPO 2000 (funding: roughly DM 106,000).
- ◆ The Federal Ministry of Education and Research initiated the process of implementing the "gender mainstreaming approach" in fall 1998. In order to qualitatively and quantitatively improve programs for the promotion of equal opportunities, a new budget item referred to as "Strategies for enforcing equal opportunities for women in education and research" is to be included in the 1999 Federal Budget. Within the framework of the individual 1999 budget for education and research, objectives for the promotion of equal opportunities are also to be firmly anchored in all sectors of the education system. These decisions indicate a new turn in women's policy in the education sector. The changes initiated are to be documented and explained through the development of a regular progress report (see also Part 1).
- ◆ The Gender Concept (concept for the promotion of the equal participation of women and men in the development process) was adopted in July 1997 within the framework of development cooperation. This concept is a binding specification in development policy for structuring the development cooperation work of the German Government via the Federal Ministry for Economic Cooperation and Development and the implementing organizations. It acts as a guide for German NGOs. At the same time, the so-called DAC Gender Guidelines (Guidelines for Gender Equality and Women's Empowerment in Development Cooperation) were adopted in 1998 by the DAC Committee of the OECD. Among other things, they serve as a guide for the donor countries in implementing the Beijing Declaration and the Platform for Action.
- ◆ The Cabinet of Lower Saxony, for example, adopted a resolution in June 1998 to implement the "gender mainstreaming concept" on the Land level. In the first step, this concept was embedded in the standing rules of the Ministry for Women's

Affairs, Labor and Social Affairs. They require all staff members to consider the gender-specific effects of all processes, particularly on women's policy. If the next-higher supervisor does not respond to a proposal which incorporates gender-specific concerns, this proposal is additionally to be submitted to the person responsible for making the final decision. In the second step, the process of educating the staff of the Ministry about the mainstreaming approach was initiated. In order to introduce this process, a package of measures was designed which includes, among other things, the implementation of workshops in each department on the topics of gender mainstreaming. It also contains a module for gender mainstreaming in the qualification of executive staff of the State Chancellery of Lower Saxony and the Lower Saxony Ministry for Women's Affairs, Labor and Social Affairs. On 5 March 1999, the Ministry for Women's Affairs, Labor and Social Affairs conducted an information event with two speakers from Brussels for the executive staff of the Land in order to increase awareness of this concept, particularly on the decision-making level.

Strategic objective H 3 (Generate and disseminate gender-disaggregated data and information for planning and evaluation)

- ◆ In 1998, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth provided US\$ 20,000 in financial support for the elaboration of the United Nations' statistical document "The World's Women", which is to be published in the year 2000 and provide updated statistics and indicators on the situation of women and girls worldwide.

- B -

Strategic objective H 2 (Integrate gender perspectives in legislation, public policies, programs and projects)

- ◆ The progress made in the equal participation of women and men in bodies within the sphere of influence of the Federal Government has not been satisfactory up to now because there are too many exceptions.
- ◆ Although the legal and institutional prerequisites for putting gender mainstreaming into practice, i.e. considering the gender-specific point of view in all policies and programs, have been fulfilled, acceptance of the implementation of gender mainstreaming is still inadequate on the Federal Government level and in society.

Strategic objective H 2 (Integrate gender perspectives in legislation, public policies, programs and projects)

The Federal Government is making an effort to actively promote the gender mainstreaming approach in all sectors.

The following measures are planned:

- ◆ **The Joint Standing Rules of the Federal Ministries** contain several provisions on matters of women's policy and equal rights which are also being incorporated into the current revision of the Joint Standing Rules.
- ◆ **Establishment of an interministerial working group on the executive level** in order to improve equal opportunities.
- ◆ **The development of a catalogue of criteria** to promote the increased consideration of gender-specific issues in the daily work and program planning of the Federal Government.
- ◆ **In connection with the introduction of controlling activities in the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, gender mainstreaming is to be transformed into a key objective and program sector.** The "gender-specific viewpoint" criterion is to be added to the catalogue of criteria for the evaluation of the degree to which the objective is reached and the instruments for applying the criterion are to be integrated into the envisaged checklist. The test phase is to start in the near future.
- ◆ **There are plans to elaborate concepts for training courses in gender mainstreaming for the staff of the administration** (e.g. in cooperation with the Federal Academy for Public Administration).



IX. Human rights of women

See Section IV. Violence against women.

X. Women and the media

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 17, 20ff,
to ³⁾, particularly p. 8f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections IV. and VII.

- A -

Strategic objective J 1 (Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication)

- ◆ Due to the nature of the Constitution, the Government has no means to influence the media. Visible success has already been achieved through the support of awareness-raising programs and studies, such as the study commissioned and published in Baden-Württemberg on the "Representation of women in the media," and events which draw the subject of "Women and the media" to the attention of experts in the field and the general public.
- ◆ Access to the field of journalism is hardly a problem any more for women. At the College of Journalism in Munich, for example, one-third of the new students are women. Women are also increasingly managing to obtain higher positions in the field of print media. For example, all of the journalism colleges in Germany are currently headed by women. However, women virtually never hold top positions at the national newspapers.
- ◆ TV programs by women for women have achieved high acceptance that goes beyond the gender barrier (e.g. "ML Mona Lisa" TV journal: 42 % male viewers). The great public response has often brought about recognition of the problems

portrayed (e.g. the fate of rape victims in former Yugoslavia, genital mutilation of girls in Africa). Since April 1996, many of the topics of the "Mona Lisa" TV journal and biographies on "women who moved the world" can be called up on the Internet at <http://www.zdf.de>.

- ◆ **The networking of women's associations and organizations on the Internet** (e.g. via programs in North Rhine-Westphalia) is making increasing progress. There are Internet Cafés for girls and women (e.g. Baden-Württemberg) and mobile Internet Cafés for a specific target group of girls and women in rural regions and small towns (in North Rhine-Westphalia since January 1999). In this pilot project, a qualified female instructor offers Internet courses tailored to women in a bus equipped with the necessary computer technology ("mobile Internet Café"). The courses teach basic knowledge of the Internet, enhance confidence in using new technologies and impart critical media skills.
- ◆ **Within the framework of the Medium-Term EU Action Program on Equal Opportunities for Women and Men (1996-2000), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is co-financing the "European conference on the occupational and social situation of women in culture and the media" run by the Center for Cultural Research.** The project serves the empowerment of women in the area of the media and new communications technologies. A European survey of the occupational situation and the role of women in the cultural and media sector is intended to also strengthen the cooperation between women on the European level. The results of national studies, political approaches and models of exemplary practices are discussed at a European conference. A database is being established which makes the information and results available on the Internet.

- B -

Strategic objective J 1 (Increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication)

- ◆ The Munich-based TV station TM 3, which began broadcasting in 1995, was the first TV station for women. However, TM 3 had difficulty gaining access to the German cable networks. The target audience did not respond very enthusiastically, the result being that the station's concept could no longer be continued in 1997.

XI. Women and the environment

The following statements can be made to supplement the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Reports of the Working Groups formed by the German National Preparatory Committee for the 4th World Conference on Women 1995²⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997³⁾ and the Fourth Report by the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

Reference is made to ¹⁾, particularly p. 28ff, 41f, 49f, statistics,
to ²⁾, particularly p. 45, 51ff,
to ³⁾, particularly p. 6f, 28ff, Appendix V – VII, and
to ⁴⁾, particularly p. 13, 79f, 87ff, Appendix I + II

See also Sections II. and VII.

As the subject of "Women and the environment" was not covered comprehensively in the reports listed above, it will be treated in greater detail here.

- A -

Strategic objective K 1 (Involve women actively in environmental decision-making at all levels)

- ◆ **The Basic Law - the constitution of the Federal Republic of Germany - guarantees local authorities (cities, towns, districts) municipal self-administration, meaning the authority to regulate the affairs of the local community on their own responsibility within the framework of the law. Through their decisions, the municipalities shape local life, the necessary infrastructure and the social and natural environment of the people. The prerequisite for the participation of the citizens in the process of municipal politics is that the municipalities provide the general population with detailed information on the issues and problems relevant to municipal policy. This responsibility to provide information is defined by law.**

The environmental authorities, which have steadily been established in the municipal administrations since the 1970s, benefit the integration of issues of environmental policy into municipal politics and represent an important aspect in the initiation and implementation of local Agenda 21 processes.

The alternatives for the active participation and involvement of the citizens on the municipal level have been continuously expanded since the 1960s.

Participation opportunities which are guaranteed in the Constitution (municipal elections, right to assemble and form associations, participation of the parties, legal protection) or anchored on a legal basis (citizen's decree, citizen's referendum, citizen's initiative, town meeting, citizen's question time, right of appeal, initiatives pursuant to Art. 3 Building Code) have been utilized in municipal development planning for many years. The organized participation alternatives open to citizens in the parties, municipal bodies (committees, advisory boards) and (citizen's) action groups have been very important for years. Participatory processes in municipal politics and participation options offered by the municipalities to the citizens are becoming increasingly important. These aspects must be stressed in conjunction with local Agenda 21 processes – in which both women and men can equally participate – because this process has great potential for realizing a dialogue as defined in Agenda 21, and also the women-specific Chapter (Chapter 24). The key issues of the local Agenda 21 involve the areas of energy, climate protection, the preservation of biodiversity, environmental traffic planning and traffic route construction, securing attractive, local public transportation and the use of extremely low-emission gas engines in this sector, as well as noise protection and construction. The Federal Government supports the innovative process of increasingly combining the various initiatives of municipal environmental and development policy under the umbrella of a local Agenda.

- ◆ **Baden-Württemberg has promoted exemplary programs and reports on "Women-oriented regional planning" and "Mobility in the Stuttgart region". Women's research on this subject is also supported.**

- ◆ **An essential tool for providing information is the inclusion of environmental packaging information and environmental seals (e.g. the "Blue Angel" environmental seal which is awarded by an independent jury according to strict, periodically revised criteria) in product labeling. Women pay significantly more attention than men to information on environmental compatibility (women: 49%, men: 38%), which is also of importance insofar as women still handle the majority of the daily shopping.**

- ◆ **In order to strengthen the role of women in the IAEA (International Atomic Energy Organization), the Federal Republic of Germany submitted a draft resolution entitled "Personnel Questions, Women in the Secretariat" (GC(40)/19) to the 40th General Conference in September 1996 and supported the resolution with the same title at the 41st General Conference, which was adopted at the 9th plenary session on 3.10.1997 (GC(41)/19). Item c) of the latter resolution made explicit reference to the Beijing Platform for Action. The Federal Government welcomes the progress mentioned in report GC(41)/18 concerning the increase in the percentage of women both on the IAEA staff and among the further education participants, and the improvement in the percentage of employees from previously underrepresented Member States (primarily from the Third World). In order to document the promotion of women in the IAEA, an "Advancement of women in the UN and the Agency" exhibition entitled "A commitment to action" was held at the 42nd General Conference in September 1998.**

- ◆ **Building planning law contains numerous aspects which - although initially formulated in gender-neutral fashion - make it possible to legally safeguard women's interests in planning. These include planning objectives and guidelines (Art. 1 Para. 5 Building Code), consideration (Art. 1 Para. 6 Building Code), building occupancy (Art. 9 Para. 1 Building Code) and Arts. 1 to 5 of the Building Occupancy Ordinance. The Federal Ministry of Transport, Building and Housing had these instruments and processes, including the participation of women in planning, analyzed in a study in 1996.**

- ◆ **The "Who's who in the women's environmental sector" was completed in June 1997 with a circulation of 5,000 copies. The funding provided by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth amounted to DM 54,200. The target group of this compendium includes female politicians, commissioners for women's affairs, institutions and women's associations and initiatives. The goal of publicizing the issue of "Women and the environment" has been completely fulfilled in view of the numerous requests for copies. The compendium also serves the networking and promotion of contact between the women experts themselves.**

Strategic objective K 2 (Integrate gender concerns and perspectives in policies and programs for sustainable development)

- ◆ Women continue to be underrepresented in research and teaching in the natural sciences, with the result that the percentage of women in the advisory bodies of the Federal Government in the environmental sector is still low. In future, women are to be given greater consideration in filling positions in the corresponding bodies.

- C -

Strategic objective K 3 (Establish mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women)

- ◆ An essential prerequisite for being able to make environmentally compatible decisions is to have the corresponding information from environmental education, in which girls, boys, women and men can equally participate in both the curricular and extracurricular sector. Previous environmental education focused on the natural sciences and biology (with concentration on teaching the technical aspects of the natural sciences). Today, emphasis is placed on assuming responsibility for the environment on both a global and personal scale. Thus, the range of environmental education has expanded into the field of normative/ethical and social issues and, consequently, into a field to which women feel particularly drawn. The women-specific communication of issues relating to sustainability, environmental protection and nature conservation is to be given even greater emphasis in public relations work in the future in order to suitably integrate the important target group-specific and participatory role of women in the sustainability debate and in the necessary change in lifestyles towards sustainable development.
- ◆ Sustainable development is to be made the independent responsibility of all citizens and social groups. This requires corresponding cooperation and participation. For this purpose, the role of the social groups is to be strengthened not only in the political process, but also in administrative procedures.
- ◆ An analysis is currently being made as to whether and to what extent female scientists can be given greater consideration in the future in the award of

research and development projects and in development and testing projects of the Federal Ministry for the Environment, Nature Conservation and Nuclear Safety within the framework of the award regulations.

- ◆ A sustainability strategy is to be developed which offers guidelines and orientation for both government and non-government activities. Sustainable development fundamentally depends on the initiative and creativity of companies and scientific establishments, and the participation of all social groups. Women and women's organizations are to be incorporated more intensively into the development of these sustainability strategies.

- ◆ The Federal Ministry for the Environment, Nature Conservation and Nuclear Safety is also planning a research project on the subject of "Women's concerns in environmental policy".

- ◆ Within the framework of the Medium-Term EU Action Program on Equal Opportunities for Women and Men (1996-2000), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is also co-financing a German project in the field of ecology. [The project "Girls for an ecological Europe", run by the project sponsor LIFE – Frauen entwickeln Ökotechnik e.V. (Women Develop Ecological Technology Association), deals with the motivation and support of girls who want to get involved in the field of ecology. They are taught by female instructors who, in their function as coordinators, also get acquainted with other projects and maintain a close exchange of experience. Strategies are developed on how women and girls can influence ecological transformation processes and be supported in ecological/technical occupations. The topic is publicly discussed in various campaign events.

XII. The girl child

- ◆ The special concerns of girls are addressed in the statements on the remaining sections of the Beijing Platform for Action, particularly in Sections II (Education and training) and IV (Violence against women and girls). The interests of girls and young women are integrated in all political sectors in line with the gender mainstreaming approach. However, girls are also given priority in the field of child and youth policy.

The specific promotion of girls and young women is included as an explicit provision in the "Child and Youth Welfare Act". Consequently, the structuring of benefits and the fulfillment of the tasks of youth welfare must take the various situations of girls and boys into consideration, eliminate disadvantages and promote the equal rights of girls and boys.

As a practical field of youth welfare, work with girls has become more developed and professional over the years - also as a result of the pilot program "Girls in Youth Welfare" conducted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Centralized measures and over 30 pilot projects in all regions of the Federal Republic have made it possible to develop and test diverse concepts which have provided numerous impulses for work with girls. Practice has shown that girls and young women can identify and demonstrate their qualities and abilities in programs developed specifically for them. They experience programs of this kind as opportunities with which they can concentrate on their needs and further develop their skills better than in conventional programs. In these projects, the girls also receive support in accepting their own conflicts and situations. This enables them to cope with problems actively and on their own responsibility.

The second program phase, launched in 1997, focuses on participation as active involvement and integration as equal sharing in the structures of youth welfare. The following objectives have been defined for the second phase of the "Girls in Youth Welfare" program:

- ◆ The development of the equal coexistence of the sexes and the breaking-down of the structural disadvantaging of girls and young women in the context of youth welfare;

- ◆ Elaboration and implementation of strategies for solving the problems of specific target groups or special problem situations;
- ◆ The transfer of experience and knowledge gained from previous work with girls and young women to the youth welfare sector.

ANNEX II

Common Data Sets/Indicators for Measuring Development Progress

<u>Population and fertility</u>	<u>1996</u>	<u>1997</u>
Population size		82 057 379
Population aged		
0-4		9 973 913
0-14		13 098 411
15-49		40 552 670
60+		17 927 000
Population by urban/rural distribution		not available
Population growth rate (from 1996 to 1997)		0.1
Total fertility rate (per woman)	1.316	-
Fertility rate for women aged 15-19 (per 1000 women)	9.536	-
 <u>Mortality</u>	 <u>1996</u>	 <u>1997</u>
Life expectancy at birth	Male: 73.29/Female: 79.72	-
Infant mortality rate (per 1000 live births)	5.0	4.8
Under-five mortality rate (per 1000 persons)	1.204	-
Maternal mortality rate (per 100 000 live births)	6.4	6.0
 <u>Health</u>		
Population with access to health services	100%	
 <u>Reproductive health</u>		
Contraceptive prevalence rate	Not available	
% of births attended by trained health personnel	100%	
HIV adult prevalence rate	Not available	
HIV prevalence in 15-24 year-old pregnant women	Not available	

	Age	Female	Male
Gender equality in education (1996/97)			
Percentage of boys and girls in primary and secondary education combined		48.3	51.7
Ratio of literate females to males at ages 15-24		Not available	
Net primary enrolment ratio	6	47.2	42.4
	7	97.2	96.6
	8	98.3	98.0
	9	98.5	98.1
	10	58.3	64.0
% reaching grade 5/completion of grade 4		100%	100%
Net secondary enrolment ratio	10	40.2	34.2
	11	91.8	88.7
	12	98.2	97.9
	13	99.1	99.0
	14	98.7	97.9
	15	97.6	97.0
	16	95.6	96.3
	17	90.5	94.0
	18	79.2	85.2
	19	53.6	61.5

| A-verage no. of years of schooling completed: 12-13

	Total	Female	Male
Economic activity (1997)			
Unemployment ratio	9.9	10.6	9.3
Employment-population ratio	52.0	43.1	61.5
% of labor force engaged in			
agriculture	2.9	2.6	3.2
industry	34.7	18.9	46.5
services	62.4	78.5	50.3
% of labor force by employment status	89.1	91.9	87.0
% of children aged 10-14 who are working	-	-	-

Economy (1997; provisional result)			
GNP gross national product		DM 3,612.2 billion	
GNP per capita		44,000.00	
GDP per capita gross domestic product		92,000.00	

Income and poverty (1997; provisional result)			
Household income per capita		4,180.00	
% of population below poverty level		Not available	
Proportion of children under age 5 underweight		Not available	

Education			
Adult literacy rate		Not available	
Literacy rate of 15-24 year-olds		Not available	

Housing and environment (1993)

Floor area per person	36.2
No. of persons per room excluding kitchen and bathroom	0.5
% population with access to adequate sanitation	}
% population with access to safe drinking water	
% population with access to electricity	
% population relying on traditional fuels for energy use	Not available
Arable land per capita	Not available

Human security and social justice

	Total	Female	Male
No. of victims of violence per 1000 people	Data currently being checked for availability		
No. of victims of violence in 1997	208,249	59,407	148,842
No. of persons in prison per 100,000 people (31.12.1997)	83	7	163

APPENDIX II

Percentage of women in the Federal Executive Committees of the parties

Party	1985	1988/89	1994	1997	1999
GRÜNE	30.0	54.4	55.56	55.55 Party Executive (incl. assessors)	60.0 Party Executive
SPD	17.5	35.0	42.2 Party Executive 17.65 Presidium	46.66 Party Executive 38.46 Presidium	50.6 Party Executive 41.66 Presidium
F.D.P.	10.8	21.2	16.67 Presidium 16.9 Federal Executive	21.45 Presidium 18.3 Federal Executive	14.3 Presidium 21.4 Federal Executive
CDU	15.8	20.0	26.7 Presidium 19.0 Federal Executive	26.66 Presidium 33.33 Federal Executive	28.57 Presidium 33.33 Federal Executive
CSU	6.8	9.7	16.9 Party Executive	22.91 Party Executive	30.4 Party Executive
PDS	-	-	50.0 Party Executive	50.0 Party Executive	50.0 Party Executive

APPENDIX I

Comments of the German Women's Council

on selected points of the response of the Federal Government to the questionnaire of the Secretary-General of the United Nations in preparation for the "Beijing + 5" Special Session of the General Assembly

This commentary is based on the draft version of the Government report dated May 1999.

I. Women and poverty

The Assistance Finding Work program, established under the Federal Social Assistance Act (BSHG), is an effective strategy for avoiding poverty on a low level. However, one key problem still remains unsolved: motherhood is a woman's primary poverty risk. It means dependence and thus limited availability to a labor market which can already no longer absorb the excess supply of labor. The resulting limited alternatives for covering existential needs through personal income force well-educated women, in particular, to postpone their desire to have children until they are "settled" in their career. Frequently, their biological clock has run out by then.

Therefore, the strategic objective of Government action must be to promote the sharing of responsibility in parenthood. To this end, the "risk" of pregnancy for the employer must be calculably reduced to the months of pregnancy and the protection period and cushioned by suitable legislation - for example in the area of social insurance law.

The German Women's Council has for years been demanding the introduction of the child-raising benefit as substitute income, comparable to sick pay or unemployment benefit. This child-raising benefit should be financed by the community of social insureds and should - in contrast to the child-raising wage, which has been under discussion for some time now - be linked to the income from gainful employment of the person raising the child. This would thus maintain the connection to gainful employment. Only in this way can equal opportunities be achieved on the labor market for mothers and fathers, because this is the only way for the father (who earns an average of 30% more) to "afford" taking child-raising leave without endangering the family's standard of living.

In this way, parenthood becomes a gender-independent "risk" for all employers. The employer can meet this risk by making his own efforts to minimize it, for example by providing suitable child-care facilities in or near the company.

This measure also serves to prevent female poverty in old age: pension statistics show that, since the pension reform of 1957, the average self-earned pension of women is 60% less than the average pension of men. The reasons lie in the fact that women have an average of 30% less life-long work time, primarily due to child-raising and that their wages are an average of 30% less, as mentioned above.

Result: In the majority of cases, female poverty is thus a problem which stems from the poor reconcilability of career and family. Every trend to regulate the labor market at the expense of women's employment will intensify this problem.

The German Women's Council wholly supports the efforts of those who would like to introduce obligatory individual taxation into tax law. Child-care costs incurred in connection with employment should be deductible as "income-related expenses", just like other expenses

incurred by starting and pursuing a career (second residence at the place of work, car, office equipment, etc.).

II. Education and training of women

a. Education and training of women / Information society / Promotion of the skilled trades

Future-oriented trade fairs for industry and the skilled trades should be more intensively utilized to present new career opportunities. They should go beyond the group of typical trade fair visitors (who are primarily in search of product information) and more openly target people who want to obtain information on new fields of employment in the manufacture and use of these products.

Future-oriented companies should hold open-house events for young people or others interested in further qualifications, offer information and be available to answer more detailed questions, in order to familiarize girls and women with fields of work other than the classical female occupations, and thus motivate them to pursue new occupations. A commitment of this kind could be encouraged by tax breaks.

b. School

Strategic objective: To promote gender mainstreaming.

The school subject of "political science" should be used more often to impart a general awareness of basic rights, which reminds boys and girls of equal opportunities as a civil right and a civil duty in the context of the other elementary basic rights. This would incorporate gender mainstreaming into the personal development of the young generation at an early stage.

Political science is currently taught - if at all - only in the final grades of school. In the interests of realizing the national goal of "promoting equal opportunities", the Federal Government should work together with the Conference of Ministers of Education and Cultural Affairs to ensure that, similar to subjects like "religion" or "ethics", courses for "civil rights and civil duties" are developed and implemented which can be taught through all age groups.

III. Women and health

1. Networking women-specific approaches in health care and health counseling

- As much as the German Women's Council welcomes the EU project (Draft, p. 23), women's health is not the sole responsibility of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, but rather also of the Federal Ministry of Health. Mainstreaming the gender perspective means that the gender-specific approach in medical practice must also be considered by the Ministry of Health.
- The German Women's Council welcomes the Federal Government's support of women's health centers. However, it must be ensured that the results of the work of the women's health centers are integrated into routine care.

2. Women's health and sports

Popular sports and sport promotion today are still often geared to competitive sports. However, precisely that is not the focus of the discussion on health. Even school sports should not only promote achievement and team spirit, but also teach health-specific concepts. As a rule, schools or vocational schools are attended for 13 years in Germany. In these 13 years, men and women must learn about preventive practices and disease prevention. For example:

- Exercise to prevent osteoporosis
- Exercise to prevent back problems or varicose veins at the workplace
- Training of the pelvic floor muscles to prevent sinking organs

This health-promoting view of sports takes advantage of the great learning capabilities of young people and promotes the early learning of life-long behavior which will save on cost-intensive therapies later on.

3. Health education of women / Health care for all women

Educational work (Federal Center for Health Education): Materials and concepts for girls' education are available today, albeit not to a sufficient extent. However, there is a lack of concepts and materials for work with boys and men, particularly in the area of contraception.

Work in the health field: Budget cuts and the resulting downsizing on all levels are increasingly leading to a decrease in the outreach studies and counseling programs conducted primarily by the Health Offices, e.g. in pre-schools and schools. This is a particularly serious situation for female risk groups who usually do not take part in preventive care voluntarily. The costs resulting from illness detected too late could be reduced by timely diagnosis and treatment.

4. Statistics

In order to fulfil the Federal Government's commitments made at the 4th World Conference on Women, the German Women's Council demands that gender-specific data be collected in all areas of medicine. This includes not only the number of cases, but also the symptom complexes and should, in the event of gender-specific differences, result in gender-specific diagnosis and treatment.

5. Training

The Federal Government can influence the contents of training through the training regulations for doctors, nurses and medical assistants. Women's issues and sensitization to gender-specific differences must become a mandatory part of all training.

The Federal Government should also work towards ensuring that the gender perspective and the gender-specific approach are sufficiently considered in, for example, research work and projects sponsored by the German Research Association (DFG).

IV. Violence against women

The German Women's Council welcomes and supports the efforts of the Federal Government to follow Austria's lead in effectively checking domestic violence through an anti-violence law.

V. Women and armed conflict

In view of the Kosovo conflict - a war in which the systematic rape of women was once again used as means of aggression - the issue of granting independent asylum to the affected women in an unbureaucratic manner must be put back on the political agenda.

Strategic objective E1

Article 142 of the Beijing Platform for Action goes beyond the Government report. The Platform for Action defines peace activities as:

- Participation of women in peace and legal activities,
- Equal participation of women in peace conferences and the specific promotion of their interests,
- Integration of the experience of women from NGOs and civilian society into conflict prevention and resolution,
- Specific consideration of women-specific interests and the equal participation of women in the development and establishment of a national peace-keeping service.

Strategic objective E2

The Federal Government should take the following measures:

- Reallocation of military funds for social and economic development, particularly the promotion of women (b),
- Development of perspectives for general and complete disarmament with the equal participation of women (f i).

Strategic objective E3

The Federal Government should more comprehensively fulfil its commitment arising from Article 145 c) of the Beijing Platform for Action by providing sufficient financial support for the promised physical and emotional rehabilitation of women sexually traumatized by rape or other acts of war and by working closely with the NGOs.

The treatment of refugees and the asylum practices in Germany do not take the sexual traumatization of women seriously enough. For example, Bosnian women are being deported back to the place where they were raped (systematically in the course of ethnic cleansing) by acquaintances or neighbors.

VI. Women and the economy

Gender-specific discrimination

The German Women's Council welcomes the amendments made to the German Civil Code (BGB) and the Labor Courts Act (ArbGG) in the wake of the decision of the European Court of Justice as a step in the right direction. However, a fundamental change in discriminatory hiring practices can only be achieved through a de facto shift in the burden of proof. The only chance of detecting discrimination is if the employer is forced to disclose all reasons for a decision. In the case of proven discrimination, an entitlement to employment or at least a claim to substantial damages in the form of money should also be granted, like the restitution in kind standard in tort law.

In addition, the Government should consistently use its means for achieving the national goal of "promoting equal opportunities" by establishing corresponding requirements for the award of public contracts and subsidies.

VIII. Institutional mechanisms

The mainstreaming of the gender perspective in the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth does not make simultaneous and parallel mainstreaming in the other ministries superfluous. Rather, the concept of gender mainstreaming means also firmly anchoring mainstreaming outside women's issues. The German Women's Council foresees problems if the mainstreaming of the gender perspective is turned into a women's issue. We welcome the model role played by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, but simultaneous efforts must also be made at all the ministries.

X. Women and the media

The German Women's Council welcomes the fact that several public broadcasting companies are already integrating qualified women into political broadcasts more frequently than in the past. WDR and N 3 are worthy of special mention in this context. These good examples should be considerably expanded in future.