

Platform for Action of the 4th World Conference on Women in 1995

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 Association of German Local Authorities 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

Part 1

The reports already submitted to the United Nations and Part 3 of the response to the

changes in the, but also in the areas of family, work and different conditions under which they live. Long-term de- have been made in equal rights and survey are also analyzed. Substantial impro-

Implementation of Art. 3 Para. 2 of the Basic Law. The state promotes the implementation of de facto equal rights between women and men and works towards the elimination of existing disadvantages. The 4th Women in Beijing in 1995 also gave new momentum to equal rights 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 this. However, as a result of a conventional concept of gender awareness, women and men still cling to a conventional concept of gender roles which is to be changed. This is why the promotion of women and equal opportunities policy is the focal points in the policy of the new Federal Government (in power since fall 1998). Making the equality of women and men is to become a project of social reform, which will include the amendment of the Second Equal Rights Act.

The new Federal Government also expressly emphasizes the mainstreaming of equal opportunities. 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 "unit in Education and Research" working

The new unit has been assigned to the "Strategy" Directorate 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

also pursue the same goal on the higher level. The program mentioned in Part 2 focuses on
"Women and arms
arming approach", which is still frequently not firmly anchored in the
of the gender p
files. This is an area in which a gender perspective would work
www.ipsa.org/ipsa/ipsa

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 1975, 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 executive bodies and for all party offices. See Appendix 1 for information on the development of the percentage of women in the executive bodies of the party.

The NGOs, particularly the German Women's Council, also had a considerable influence on the development of the party's policies. This is shown by the fact that the party's equal opportunities policy is based on the principle of equal opportunities for women. This is reflected in the party's equal opportunities policy, which states that it is decisive for women to be sought after to assume responsibilities just as much as men.

With the work of a thorough revision of the Equal Rights Act, a pending amendment to the Equal Rights Act, and the introduction of a new Equal Rights Act, the Federal Government is committed to the goal of equal opportunities for women in the near future. This is necessary because, despite some progress made, the equal participation of women and men in the sphere of influence of the Federal Government has not been satisfactory up to now, due to the fact that the number of women in higher intermediate service in public administration has increased by only 2% in the last few years. A particularly great increase in the number of department heads, there are ten female department heads in the Federal authorities today, whereas there were only two last year.

The Federal Government is committed to encouraging more women to go for their doctorate and to increase the number of professors. This was achieved by special programs and corresponding measures. The amendment of the Framework Act for Higher Education (HRG), which came into effect in August 1996, also provided important impulses for equal opportunities. In the absolute number of female lecturers is still deplorably low, 7.5% at universities and 10% at other institutions of higher education. It did not increase by 1% just between 1995 and 1997 as a result of promotional programs.

The Federal Government, Federal Länder and Municipalities are committed to creating an atmosphere in which women are encouraged to take on responsibilities. This is reflected in the party's equal opportunities policy, which states that it is decisive for women to be sought after to assume responsibilities just as much as men.

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

The example of women in management positions will also encourage girls.

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

represented in the lower ranks. There are ... e women in
persons: criteria: conditions: sub: factors: of: equal: to: men:
ge gross monthly pay of female white-collar workers in
insurance industries (excluding part-time employees)

24% less in eastern

quiring formal training

these traditional

cial/technical

positions. A good start to the work

young women must have good training and access to future-oriented

Federal Government has made this one of its

problem lies in the intermittent employment history typical of women, which still leads

of disadvantages. One key issue continues to be the reconcilability of family and

his context the most important problems are making working hours flexible and

ization are based on

re facilities and schools

management positions, ...
one: among: the: most: discriminated:
income. For example, in 1997, ...
the manufacturing, trade, banking

was roughly 30% less than that of men in western Germany and ...
Germany.

Too many girls continue to concentrate on typical female occupations
which offer poor future prospects. Therefore, it is important to mo

female occupations and facilitate the access of young women to ...
young women must have good training and access to future-oriented

Federal Government has made this one of its

problem lies in the intermittent employment history typical of women, which still leads

of disadvantages. One key issue continues to be the reconcilability of family and

his context the most important problems are making working hours flexible and
organizing child supervision and care. Working time and wor

traditional male working lives and lifestyles just as strongly as

has so far relied on voluntary initiative. The
commerce through comprehensive public
and through practice-based research

In the private economy, the Federal Government
Federal Government has supported industrial
relations work, improvements in advisory

s benefit both the companies and their female and male
management staff. In particular, make too little use of part-
time work. As for models and incentives for companies, they are
conditions to

more flexible working time re-
employees. Skilled employees
acceptance and increased use. Equal opportunities and family-friendly

government representatives are involved - it is necessary to consider the impact they have on

Federal Ministry for Family

the equal opportunities of women and men. For this re-

asons, Senior Citizens, Women and Youth

is involved in the working group

groups set up within the framework of implementation.

Department of the Ministry of State

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 educational facilities of the German Mothers' Assistance for Pregnant Women and Families.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth spent a total of DM 2 billion in 1999 for the immediate assistance program to reduce violence against women in 1999.

DM 2 billion have been allocated in 1999 for the immediate assistance program to reduce violence against women provided by the European Social Fund. Funds for many programs are also reported in the respective sections in Parts 3 and 4.

The Federal Republic of Germany is largely gender-neutral and does not provide for any promotion of explicitly women-related programs. Since 1993, "Planning for Women" has been the subject of research.

discourse and has been covered in numerous reports and recently during the 1997 World Habitat Day.

Universities Special Program, there are plans to allocate equivalent to 20% of the program's total budget - to the measures for specific individuals - this being equivalent to 40% of the program's total budget - to the measures for specific individuals. This goal was already achieved in 1996.

of women is analyzed for 1996 and 1997. The partic

- ◆ German urban development financial or institutional however, the issue of promotion and the prevention on this subject.
- ◆ Within the framework of DM 720 million - this promotion of women of the funds for 1996 and 1997. The partic

ved - it is necessary to consider the impact they have on

government representatives a

the work of NGOs and experts in the field of human rights, gender equality, women and youth in
steps set up within the framework of implementation.

third main objective of the National Strategies and a main problem area of the Beijing

Plan for Action is "Human rights and the elimination of violence against women and

...". The progress made in this sector and the problems which still exist are covered in detail

of the 2008 CEDAW Report and expanded on in Part 3, Section IV of the response to

questionnaire.

The new Federal Government will continue the relentless fight against violence against women

Part 2

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Only a few facts can be given as examples:

- ◆ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth has spent 343 million DM for the promotion of women since 1995 and is to see increased expenditures of 298 million DM for the year 1998. In 1998, the amount has remained at roughly DM 21 million next year. There is also a program for the "Immediate assistance program to reduce unemployment for women" which is financed by the European Social Fund. A total of DM 40 million is earmarked for the "Immediate assistance program to reduce unemployment for women" which is financed by the European Social Fund. Senior Citizens, Women and Youth spent a total of 343 million DM against women in 1998.
 - ◆ The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth spent a total of over DM 2.3 million to combat youth unemployment.
 - ◆ DM 2 billion have been allocated for the "Immediate assistance program to reduce unemployment for women". DM 600 million of that being provided by the European Social Fund.
 - ◆ The funds for many programs are mentioned in the CEDAW Report.
 - ◆ German urban development law provides for financial or institutional promotion of urban development projects.
- However, the issue of "Urban Planning for Women" has been the subject of research 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.
- Participation of women is analyzed from various angles in an annual report.

- The issues of the Beijing Platform for Action are increasingly being implemented in 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 enrollment of girls in Asian countries.

- On the Lander level, Saxony has provided the following figures for budget and 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

DM 80,000 total in each year 1997/1998: DM 20,000

Shelter for girls and young women affected
in each year 1996/97: DM 30,000

1998-2000, scientific support of the
pilot project according to contractual agreement

Studies:
• Study 'Jobs
1996/97:

Quality development and
1999-2000: DM 335,000

Campaign
• DONNAwelter – Die Wirtschaft braucht Frauen
(the economy needs Women) 1998/1999: DM 300,000

Re-entry-into-science fellowships

projects and

Subsidies for women's organiza

DM 5.33 million total

programs from 1995 - 1999

be found in the respective ministerial budgets

Further budget and investment fig

unity) earmarked for edu

Question 3. a) to c

reference to the National Strategy for

Following the 4th

inted in 1997 for the implementation of the Beijing Platform for Action. This

process, we

the National Follow-Up Conference in March 1996, a commitment the

process beg

ade on the occasion of the 4th World Conference on Women. At this

Federal Rep

ational Council, the various social groups and responsible actors from the

rea of politics, industry and commerce, the churches and associations exchanged their

ements of the 4th World Conference on Women preliminary ideas for implementing th

available. After the conference, associations and A report on the conference process in

rated their initiatives institutions, women's groups and individual Federal Lander

unately, only partial programs and recommendations into the National Strategie

systems with which they intend to fulfil the requirements of Platform for Action that fall into

their spheres of responsibility. Many of these recommendations for the implementation of the

Beijing Platform for Action were limited to demands on the Federal Government and remained

either under in their own spheres of responsibility.

series was the first part of the National Strategy for Women's Affairs 1997-2000, which was

conducted by the Federal initiative in Germany. Women in Demand Campaign, which

in house events and Government in 1997/98 and involved a compilation of

action handbook as a practical guide.

Various social groups and responsible actors in the government

involved in answering this United Nations questionnaire.

As part of the follow-up to the 4th World Conference on Women

Women's Council, a nationwide federation of various women's

institutions and organizations, was established in 1997.

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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 Federal Women's Council and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

Within the framework of the German Women's Council, a working group consisting of female staff of German embassies and consulates is participating in the preparation process for the Special Session of the Women's Rights Commission of the

Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, an informal working group of development cooperation, an informal working group of NGOs is participating actively and constructively in the

Special Session of the General Assembly on "Beijing + 5" 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 in the framework of the United Nations for the Special Session of the General Assembly of the United Nations on "Beijing Plus 5". The EC-EU-United Nations Economic Commission for Europe

ANNEX I. Part 3. 1. Women and poverty,

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

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 Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

the Working Groups formed by the German Government for the 4th World Conference on Women 1995⁵⁾, the National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women 1997⁶⁾ and the Fourth Report by the Federal Republic of Germany on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998⁷⁾.

Reference is made to the following documents:
to), particularly p. 23ff, 41f, 45f, statistics;
to), particularly p. 2f, 29, 33, 43f, 45f, 48f, 51f, 53f, 55f, 57f, 59f, 61f, 63f, 65f, 67f, 69f, 71f, 73f, 75f, 77f, 79f, 81f, 83f, 85f, 87f, 89f, 91f, 93f, 95f, 97f, 99f, 101f, 103f, 105f, 107f, 109f, 111f, 113f, 115f, 117f, 119f, 121f, 123f, 125f, 127f, 129f, 131f, 133f, 135f, 137f, 139f, 141f, 143f, 145f, 147f, 149f, 151f, 153f, 155f, 157f, 159f, 161f, 163f, 165f, 167f, 169f, 171f, 173f, 175f, 177f, 179f, 181f, 183f, 185f, 187f, 189f, 191f, 193f, 195f, 197f, 199f, 201f, 203f, 205f, 207f, 209f, 211f, 213f, 215f, 217f, 219f, 221f, 223f, 225f, 227f, 229f, 231f, 233f, 235f, 237f, 239f, 241f, 243f, 245f, 247f, 249f, 251f, 253f, 255f, 257f, 259f, 261f, 263f, 265f, 267f, 269f, 271f, 273f, 275f, 277f, 279f, 281f, 283f, 285f, 287f, 289f, 291f, 293f, 295f, 297f, 299f, 301f, 303f, 305f, 307f, 309f, 311f, 313f, 315f, 317f, 319f, 321f, 323f, 325f, 327f, 329f, 331f, 333f, 335f, 337f, 339f, 341f, 343f, 345f, 347f, 349f, 351f, 353f, 355f, 357f, 359f, 361f, 363f, 365f, 367f, 369f, 371f, 373f, 375f, 377f, 379f, 381f, 383f, 385f, 387f, 389f, 391f, 393f, 395f, 397f, 399f, 401f, 403f, 405f, 407f, 409f, 411f, 413f, 415f, 417f, 419f, 421f, 423f, 425f, 427f, 429f, 431f, 433f, 435f, 437f, 439f, 441f, 443f, 445f, 447f, 449f, 451f, 453f, 455f, 457f, 459f, 461f, 463f, 465f, 467f, 469f, 471f, 473f, 475f, 477f, 479f, 481f, 483f, 485f, 487f, 489f, 491f, 493f, 495f, 497f, 499f, 501f, 503f, 505f, 507f, 509f, 511f, 513f, 515f, 517f, 519f, 521f, 523f, 525f, 527f, 529f, 531f, 533f, 535f, 537f, 539f, 541f, 543f, 545f, 547f, 549f, 551f, 553f, 555f, 557f, 559f, 561f, 563f, 565f, 567f, 569f, 571f, 573f, 575f, 577f, 579f, 581f, 583f, 585f, 587f, 589f, 591f, 593f, 595f, 597f, 599f, 601f, 603f, 605f, 607f, 609f, 611f, 613f, 615f, 617f, 619f, 621f, 623f, 625f, 627f, 629f, 631f, 633f, 635f, 637f, 639f, 641f, 643f, 645f, 647f, 649f, 651f, 653f, 655f, 657f, 659f, 661f, 663f, 665f, 667f, 669f, 671f, 673f, 675f, 677f, 679f, 681f, 683f, 685f, 687f, 689f, 691f, 693f, 695f, 697f, 699f, 701f, 703f, 705f, 707f, 709f, 711f, 713f, 715f, 717f, 719f, 721f, 723f, 725f, 727f, 729f, 731f, 733f, 735f, 737f, 739f, 741f, 743f, 745f, 747f, 749f, 751f, 753f, 755f, 757f, 759f, 761f, 763f, 765f, 767f, 769f, 771f, 773f, 775f, 777f, 779f, 781f, 783f, 785f, 787f, 789f, 791f, 793f, 795f, 797f, 799f, 801f, 803f, 805f, 807f, 809f, 811f, 813f, 815f, 817f, 819f, 821f, 823f, 825f, 827f, 829f, 831f, 833f, 835f, 837f, 839f, 841f, 843f, 845f, 847f, 849f, 851f, 853f, 855f, 857f, 859f, 861f, 863f, 865f, 867f, 869f, 871f, 873f, 875f, 877f, 879f, 881f, 883f, 885f, 887f, 889f, 891f, 893f, 895f, 897f, 899f, 901f, 903f, 905f, 907f, 909f, 911f, 913f, 915f, 917f, 919f, 921f, 923f, 925f, 927f, 929f, 931f, 933f, 935f, 937f, 939f, 941f, 943f, 945f, 947f, 949f, 951f, 953f, 955f, 957f, 959f, 961f, 963f, 965f, 967f, 969f, 971f, 973f, 975f, 977f, 979f, 981f, 983f, 985f, 987f, 989f, 991f, 993f, 995f, 997f, 999f, 1001f, 1003f, 1005f, 1007f, 1009f, 1011f, 1013f, 1015f, 1017f, 1019f, 1021f, 1023f, 1025f, 1027f, 1029f, 1031f, 1033f, 1035f, 1037f, 1039f, 1041f, 1043f, 1045f, 1047f, 1049f, 1051f, 1053f, 1055f, 1057f, 1059f, 1061f, 1063f, 1065f, 1067f, 1069f, 1071f, 1073f, 1075f, 1077f, 1079f, 1081f, 1083f, 1085f, 1087f, 1089f, 1091f, 1093f, 1095f, 1097f, 1099f, 1101f, 1103f, 1105f, 1107f, 1109f, 1111f, 1113f, 1115f, 1117f, 1119f, 1121f, 1123f, 1125f, 1127f, 1129f, 1131f, 1133f, 1135f, 1137f, 1139f, 1141f, 1143f, 1145f, 1147f, 1149f, 1151f, 1153f, 1155f, 1157f, 1159f, 1161f, 1163f, 1165f, 1167f, 1169f, 1171f, 1173f, 1175f, 1177f, 1179f, 1181f, 1183f, 1185f, 1187f, 1189f, 1191f, 1193f, 1195f, 1197f, 1199f, 1201f, 1203f, 1205f, 1207f, 1209f, 1211f, 1213f, 1215f, 1217f, 1219f, 1221f, 1223f, 1225f, 1227f, 1229f, 1231f, 1233f, 1235f, 1237f, 1239f, 1241f, 1243f, 1245f, 1247f, 1249f, 1251f, 1253f, 1255f, 1257f, 1259f, 1261f, 1263f, 1265f, 1267f, 1269f, 1271f, 1273f, 1275f, 1277f, 1279f, 1281f, 1283f, 1285f, 1287f, 1289f, 1291f, 1293f, 1295f, 1297f, 1299f, 1301f, 1303f, 1305f, 1307f, 1309f, 1311f, 1313f, 1315f, 1317f, 1319f, 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1607f, 1609f, 1611f, 1613f, 1615f, 1617f, 1619f, 1621f, 1623f, 1625f, 1627f, 1629f, 1631f, 1633f, 1635f, 1637f, 1639f, 1641f, 1643f, 1645f, 1647f, 1649f, 1651f, 1653f, 1655f, 1657f, 1659f, 1661f, 1663f, 1665f, 1667f, 1669f, 1671f, 1673f, 1675f, 1677f, 1679f, 1681f, 1683f, 1685f, 1687f, 1689f, 1691f, 1693f, 1695f, 1697f, 1699f, 1701f, 1703f, 1705f, 1707f, 1709f, 1711f, 1713f, 1715f, 1717f, 1719f, 1721f, 1723f, 1725f, 1727f, 1729f, 1731f, 1733f, 1735f, 1737f, 1739f, 1741f, 1743f, 1745f, 1747f, 1749f, 1751f, 1753f, 1755f, 1757f, 1759f, 1761f, 1763f, 1765f, 1767f, 1769f, 1771f, 1773f, 1775f, 1777f, 1779f, 1781f, 1783f, 1785f, 1787f, 1789f, 1791f, 1793f, 1795f, 1797f, 1799f, 1801f, 1803f, 1805f, 1807f, 1809f, 1811f, 1813f, 1815f, 1817f, 1819f, 1821f, 1823f, 1825f, 1827f, 1829f, 1831f, 1833f, 1835f, 1837f, 1839f, 1841f, 1843f, 1845f, 1847f, 1849f, 1851f, 1853f, 1855f, 1857f, 1859f, 1861f, 1863f, 1865f, 1867f, 1869f, 1871f, 1873f, 1875f, 1877f, 1879f, 1881f, 1883f, 1885f, 1887f, 1889f, 1891f, 1893f, 1895f, 1897f, 1899f, 1901f, 1903f, 1905f, 1907f, 1909f, 1911f, 1913f, 1915f, 1917f, 1919f, 1921f, 1923f, 1925f, 1927f, 1929f, 1931f, 1933f, 1935f, 1937f, 1939f, 1941f, 1943f, 1945f, 1947f, 1949f, 1951f, 1953f, 1955f, 1957f, 1959f, 1961f, 1963f, 1965f, 1967f, 1969f, 1971f, 1973f, 1975f, 1977f, 1979f, 1981f, 1983f, 1985f, 1987f, 1989f, 1991f, 1993f, 1995f, 1997f, 1999f, 2001f, 2003f, 2005f, 2007f, 2009f, 2011f, 2013f, 2015f, 2017f, 2019f, 2021f, 2023f, 2025f, 2027f, 2029f, 2031f, 2033f, 2035f, 2037f, 2039f, 2041f, 2043f, 2045f, 2047f, 2049f, 2051f, 2053f, 2055f, 2057f, 2059f, 2061f, 2063f, 2065f, 2067f, 2069f, 2071f, 2073f, 2075f, 2077f, 2079f, 2081f, 2083f, 2085f, 2087f, 2089f, 2091f, 2093f, 2095f, 2097f, 2099f, 2101f, 2103f, 2105f, 2107f, 2109f, 2111f, 2113f, 2115f, 2117f, 2119f, 2121f, 2123f, 2125f, 2127f, 2129f, 2131f, 2133f, 2135f, 2137f, 2139f, 2141f, 2143f, 2145f, 2147f, 2149f, 2151f, 2153f, 2155f, 2157f, 2159f, 2161f, 2163f, 2165f, 2167f, 2169f, 2171f, 2173f, 2175f, 2177f, 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and they may make up a target group for the measures included in the AS 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, which can be the least possible restoration of the raising of children below age. The obligation imposed on the social assistance agencies by Art. 18 Sentence 3 BSHG to ensure that single parents are given priority in offering care places for the child, also makes it possible for more women to return earlier.

- ◆ Experience has shown that women are more likely to respond to women 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 frequently experienced violence. Dependence on alcohol or medication and health conditions are among the problems they have to cope with. It has become clear that many of these women have special needs and require special support. In order to expand on the results of the pilot project "Assistance for single homeless women", which came to a

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



histories also plays a role in this context.

... Roughly 1.7 million single mothers with children under the age of 18 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 them in this age group are female.

Maintenance Payments (UVG) guarantees minimum maintenance for children of single parents who either do not receive any maintenance from the other parent obliged to pay it, or only an inadequate amount. The UVG are shared equally by the Government and the Länder. The maintenance payments from the maintenance debtors are collected by the State. The UVG are shared equally by the Government and the Länder. Collecting maintenance payments from the maintenance debtors is extremely problematic.

The Act on Adjudication of Maintenance for Children (UVG) guarantees minimum maintenance for children of single parents who either do not receive any maintenance from the other parent obliged to pay it, or only an inadequate amount. The UVG are shared equally by the Government and the Länder. Collecting maintenance payments from the maintenance debtors is extremely problematic.

... dependent on social assistance due to inadequate old-age insurance. Of the roughly 9.2 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 4.5 million men aged 65 or older were dependent on it. However, this problem has become increasingly important over the last two decades.

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... but women also face other obstacles. The Act on Adjudication of Maintenance for Children (UVG) is a good example of the dilemma of how to balance the interests of women and their children. A general effort to improve the situation would also apply to women with small children to handle and, in their case, the question of the endpoint 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.

The efforts to eliminate the poverty and disadvantages which women encounter in Germany, "Assistance Finding Work" (Arbeitsfindungshilfe) is a good example of the dilemma of how to balance the interests of women and their children. A general effort to improve the situation would also apply to women with small children to handle and, in their case, the question of the endpoint 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.

... rapid technological development occurring now in almost all occupational fields. At 18 BSHG, the legislature defined pre-school age to be the criterion for the start of an effort to return to work should be started.

... rapid technological development occurring now in almost all occupational fields. At 18 BSHG, the legislature defined pre-school age to be the criterion for the start of an effort to return to work should be started.



- ◆ 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%

Within the framework of development cooperation, the Federal Government

intends to increase promotion of the ACP States, in particular

and particularly their basic education and training and primary health care.

The Federal Government will be elaborating a poverty and wealth report.

Wiederholtung des Wortes "Wiederholtung" (repetition) in der Übersetzung.



III. 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 (1995), its reports (United Nations World Conference on Women 1995), the National Strategies for the Implementation of the Platform for Action of the World Conference on Women 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) 1998⁴.

to), particularly p. 28ff, 41f, 49f, statistics,
to), particularly p. 15, 23ff, 33, 39ff, 44
28ff, Appendix V – VII, and
3, 79f, 87ff, Appendix I + II

Reference is made
to), particula
to), particula

See also Sections VI, VII, and XI.

access to vocational training, science
develop non-discriminatory education and
development of science and research
reforms / Promote life-long learning and training for girls and women

Strategic objectives B 3 – B 6 (Improve v
and technology and continuing education
training. Allocate sufficient resources for and promote

Science/Research

Since 1991, 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 compatibility 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

their percentage among all applicants

positions. Young women are to receive

training and employment which have

percentage of women. The plan includes

place-seekers and 70,000

Depending on the regional requirements, the

of different areas of concentration for the various

es of programs. The commissioners for women's affairs of the Employment

ices will be involved in the programs and define specific key areas for young

men. The program has got off to a successful start. There were 49,000 women

November 1999. In Saxony-Anhalt, the transition to

der 25 (39.1%)

counseling for women in order to

n to them.

ed recommendations and measures for

en to girls (action concept of the Land

training place applicants or unemployed

special support in future-oriented

previously had a disproportionately

programs to be conducted for roughly 30,000

unemployed young

Employment Offices

represent among unemployed persons

◆ Improvement of career information

expand the range of possible care

◆ Saxony-Anhalt, for example, has a

expanding the range of occupational

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 State of Baden-Württemberg in the amount of DM 150,000 per year.

in order to promote the interests of women in commercial/technical occupations in close cooperation with the schools.

◆ In 1997, for example, the Land of North Rhine-Westphalia has launched a promotion concept for the school sector, launched an "Assessment Initiative for girls in school" and financed a program for "Identification of occupations for women in technology, the skilled trades and crafts."

◆ The Land of Lower Saxony, for example, issued an ordinance in 1999, which requires school commissioners for women's affairs (1999). It requires that they appoint a female school commissioner for women's affairs at schools having a staff with less than 50% female state employees and more than 10 state employees. Among other things, this commissioner supports the schools with regard to the distribution of the teaching load and arrangements and further training in order to ensure that the schools can provide a high-quality education for girls.

◆ The Land of Baden-Württemberg has established a youth work commission, which serves to improve the situation of girls and young women in youth work.

◆ The Land of Saxony has established a youth work commission, which serves to improve the situation of girls and young women in youth work.

◆ The Land of Saxony has established a youth work commission, which serves to improve the situation of girls and young women in youth work. In cooperation with "Engage" magazine, computer schools for women, technology centers for women and Deutsche Telekom AG, the "Women provide new impulses" project is being implemented.

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

research centers of the Helmholtz-
cher Forschungszentren (HGF) are to offer 100 permanent
positions specifically in order to increase the participation
ment positions and to promote young women scientists. The
haft (MPG) has initiated a C3 and C4 job program to
ge of women in scientific management positions.

in research institutions are to be improved. Targeted child
nally necessary if the highly qualified potential of women
ed and if the attractiveness of German research institutions
to be enhanced. Therefore, the cost-neutral promotion of child
within the research organizations (MPG, Deutsche
haft HGF and Fraunhofer-Gesellschaft) starting in 1999.

udit is required in order to realize equal opportunity in
ducation and research institutions. The Total-E-Quality
n has been so successful in the economy, is also to be
s of higher education and research institutions.

♦ The special research methods, approaches and achievements of women in

ity for technology and culture", 1000 posts

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

♦ Starting in 1999
Gemeinschaft
and 200 temp
of women in
Max-Planck-G
increase the p

♦ Child care ser
care programs
scientists is to
to top foreign
care is to be e
Forschungsge

♦ An external q
institutions of
commendatio
awarded to ins

science and research
an "International Women's
graduates from all Länder w

courses for women only in this direction

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, that the same opportunities be given to both sexes in

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

and they have selected.
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technical occupations
ferred to the
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lled trades are also an
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ll sectors. The survey
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ed and tested as pilot
western and eastern

whether they should pursue a career in the occupation.
The companies get a chance to get to know their future employees.
Therefore, a database of internships for girls in combination with a database of companies is to be developed. Interested young women can then contact the corresponding companies as needed. The database is to be available on the Internet, in order to guarantee an up-to-date service. This is an employment alternative for female and male students who are completing their studies at a Fachhochschule. For this reason, the database is to be expanded to include this group. Female students can then get better acquainted with everyday company life and can decide whether they want to work there, such as company manager. Over the next few years, Germany will need up to 200,000 successors in company management. This transition for women is also the goal of the joint initiative "Women in the Skilled Trades", which offers a nationwide counseling service for women in the skilled trades. One of the goals of the initiative is to investigate 200 companies of the skilled trades mentioned above investigated 200 companies, 45% women. Among those, there were only 22% junior master craftsmen and 1% master craftsmen. Through targeted continuing education, the initiative aims to ensure that more women take the master craftsman exam. The more master craftsmen provide training, the more opportunities there are for young women. The planned programs are to be tested in one Chamber of Handicrafts district each in western and eastern Germany.

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) paragraphs 28ff, 41f, 43f

to) chapter 6, 39ff, 44

to) partially p. 6, 28ff, Appendix V-VII, and

to) chapter 6, 13, 79f, 87ff, Appendix B-II

See also Section

appropriate
preventive programs
information
health)

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

works to be

• The foundation for a transnational "Women and Health

Opportunity Action Program) during the three-year-long project for the
transnational advanced development and networking of woman-specific
approaches in health course 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

pooling resources, expanding the level of knowledge and networking activities of

this kind throughout Europe.

ular exercise has various positive
mental health, and particularly op

• Exercise as a preventive health measure
effects on a woman's physical condition

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

illegal drugs. Certain roles

cannabis and this, in turn, the use of

abuse among women. Women with

constellations promote or inhibit substance

than women with a family ties. The

young children usually consume less

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 counseling 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

specific approach to health care is receiving only gradual recognition in Germany.

Attention to gender-specific differences and causes in the field of health and

disease is only slowly getting the attention it deserves.

Strategic
preventive programs
information

Strategic objectives C1 / C2 / C4 / C5 (Achieve universal access to 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

groups that have
needs) or special problem

interests of women and their needs, which
received little attention in the past (e.g. female
areas in the field of women's health (e.g. mental

in-Württemberg" within the framework of the health reporting of the Land has
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 Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾, the Report 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 Federal Republic of Germany on the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1998⁴⁾.

References made:

7ff, 35ff

to J. particularly p. 61, 70ff, Appendix V, VII, 80ff
to J. 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

organized together with the EU Commission and served as a kick-off conference for

Campaign year for the prevention of violence against women.

Member States, the conference was also attended by the

In addition to

- ◆ 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 fund and promote the NGOs and non-profit associations

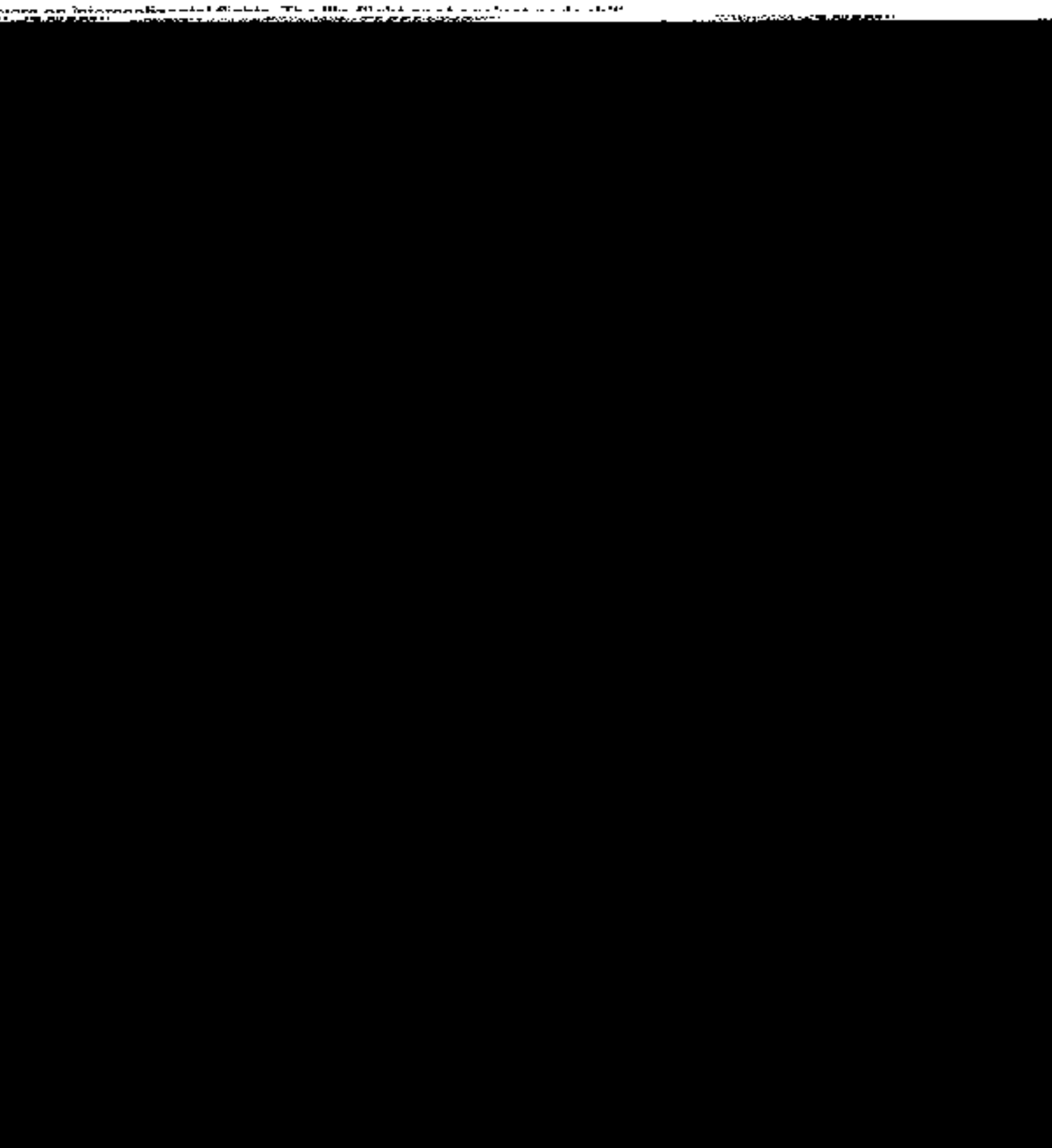
at this time, the program is to run for four years and begin on 1 January 2000.

The Act concerning the European Convention on Compensation for Victims of

Violence was ratified on 17.07.1998 and went into effect on 01.03.1997. The Act

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

the support of the European Commission and the Federal Ministry for Family
Affairs, Senior Citizens, Women and Youth, Terre des hommes produced an
international guide against paedophile sex tourism which is shown to



women in foreign countries who may be planning to emigrate to

and language

published an addendum based on the ... In March 1996, the Federal Government

working program submitted in response to the World Congress against the

status of ... Commercial Sexual Exploitation of Children (1996 in Stockholm)

the implementation of these Federal Government measures was

Strasbourg on 28/29 April 1998 at the Council of Europe's regional

to the World Congress in Stockholm, on which occasion an interim

made of what has been achieved since the Congress. It became

Federal Republic of Germany is among the leaders as regards im

Numerous projects have been implemented, particularly in the area

campaigns on the

- ◆ The USA and the EU are currently conducting educational campaigns on the subject of trafficking in women in the Ukraine and Poland.

ished in 1995. The

es from various Senate

projects, as well as female

- ◆ The Berlin Commission on Trafficking in Women was

interdisciplinary commission is made up of a

administrations, the police, counselling centres

experts in the field. The first report of the Berlin Commission was published in

with recommendations relating to the laws concerning foreigners, organization

data collection and continuing education at the criminal prosecution authorities

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 1996 which

was based on the interdisciplinary concept of the Commission on Trafficking in

Women. The Commission also consults with various experts in dealing

such as the situation of the victims of trafficking in women in deportation

the traumatization of the victims, witness protection programs, etc. In addition

the trafficking of women into prostitution, it also deals with other forms

arranged marriages or in exploitive employment,

in women, such as dea

s market.

particularly on the dome

cross-border exchange of information between both

With the goal of improv

mental organizations and developing a joint

governmental and non-g

for preventing

support, at the national conference on European st

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

en supporting a pilot project on the

by

al needs

seling

details

ng

e subject

and

also

Schleswig-Holstein, for example, comprehensive counseling, guidance and support of women at trafficking in women since 15 December 1998, which is tailored to (decentralized coordination office). Therefore, the primary task of the and coordination office is to establish various networks and coordination of their activity. On the one hand, the aim is to establish a network of counseling centers, whose female staff is also given specific training of "trafficking in women". On the other hand, a network of female-intervent female and state lawyers whose services can be called upon as ne

existing practices but not least, a network of shelters is also being established

which ensures the safety of the victims of trafficking in women accommodat

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 Lander, 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

ain in the country to foreign victims of trafficking in women

are willing to be a witness in court. If more extensive witness

to be necessary beyond the period of the trial, a temporary

an also be issued. Lower Saxony has three support and

for the foreign women affected by this situation

permission since 1997 protection residence, counseling

law concerning foreign nationals and also asylum practices

specific reasons for seeking asylum

Asylum law cater to wo

6a Para 1 Basic Law" anyone who is politically persecuted is

in law. According to supreme court decisions, political

ned as persecution by the state, meaning persecution emanating

t least ascribable to it. The same also applies within the

ction against deportation as per Art. 51 Aliens Act. Thus:

ent legal situation, violence against women can be considered

According protected by persecution from the state framework according to

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. 4 Aliens Act protects against persecution not attributable to the state. The Federal Aliens Act and the Recognition of Foreign Refugees give

conducting hearings and having the

reasons for flight by carefully and sensitively

specialized decision-makers, but that

staff specially trained by specially trained

decision-makers have received special further training to date. The training includes courses in law and introductory psychology. The legal courses

43

cover the core subjects of "The international legal situation with regard to the

specific persecution" "The role of women in

protection of women against

assessment of women-specific persecution in

different cultures" and "The legal

background courses deal with interview methods

German court decisions". The

affected women, coping with traumatization

adapted to the special situation

traumatization and medical examination and

in hearings, methods of recognition

introduction of special decision

recognition of trauma. Following

legal cases and the consideration of sociocultural factors. If the female

decision-makers so desire, they also have the option of working in an interview

based supervision program. The courses for decision-makers with special

introductory psychology

assignments are scheduled to continue. In addition

who are involved or

courses on this subject are offered for all decision-

in the Federal Office in future.

be offered to all decision

B

measures to prevent and eliminate

Strategic objectives D 1 / D 2 (a)

and consequences of violence against

violence against women / Study the

measures)

women and the effectiveness of p

- ◆ 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 work is urgently necessary.

- C -

gic 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)

and in Berlin on the work being conducted in ...
published this year. The discourse is to be

Government will be presenting the first
Violence against Women in Germany. In

Federal Government incorporates the previous developments in ...
fields to date and ... new possibilities for combating violence, and ...
areas of concentration in prevention. Federal legislation, the ...
of the necessary cooperation, the nationwide networking of

cases, work with offenders, public relations and the international fight
against violence.

The Federal Government is currently preparing an Act on banning violence
child-raising. The goal is to prevent physical and emotional violence in a

change in awareness among the general population, ... raising by prom

the victims of violence in their private ... in view of the fact that many wom

by the state, the Federal Government is ... lives and do not feel adequately p

to improve the scope of civil law for victims against domestic

is. A conference on this subject was held on 11.5.99

◆ The proceedings of the conference
intervention centers in Europe
continued on the European level

◆ In the second half of 1999, the F
National Action Plan for Comb

violence
define
institu
suppo

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 Statement for the Implementation of the Beijing

◆ Federal funds support the project of the Arbeitskreis deutscher Bildungsstätten

focuses on the contribution of women to

democratization process". This

reconciliation processes in conflict

reconciliation processes in conflict

→ **Conclusion**

participation in decision

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

limited the use of female soldiers with soldier status due to their future, however, female soldiers can be assigned to posts

- Up to now, the Federal Ministry of Defense has not assigned female civil servants in legal consulting or teaching functions to their envisaged use in the event of a conflict situation. Only female civil servants who fulfil detailed predefined requirements can be assigned to posts of this kind.

VI. Women and the economy

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) and National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women (1997) and the Fourth Report by the Government of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998.

to 3), particularly p. 28ff, 41f, 49f, statistics,
to 3), 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

as II" and VII.

- A -

ives F1/F2/F3/F4/F5 (Promote women's economic rights and including access to employment, appropriate working conditions and economic resources / Facilitate women's equal access to resources, markets and trade / Provide business services, training and access to information and financial markets, information and technology, to women's economic capacity and commercial networks / Eliminate occupational segregation and all forms of employment discrimination)

Gender-specific discrimination
Amending the German Civil Code and the Labor Courts Act, which entered into force on 1 January 1998, redefined the liability of the employer for gender-specific discrimination in the Second Equal Rights Act. The Act is a reaction to the judgment of the European Court of Justice of 22 April 1997 (Ref. C-180/95) in which the Court reached the conclusion that the existing regulations in Germany for the compensation of women in non-male and male jobs are not compatible with European law. The Act amending the German Civil Code and the Labor Courts Act essentially

regulates the following:
The compensation pursuant to Art. 61a Para. 2 BGB (German Civil Code) is now

The following statements can be made to supplement 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) and National Strategies for the Implementation of the Platform for Action of the 4th World Conference on Women (1997) and the Fourth Report by the Government of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998.

for Action
Federal
Forms of
Referenc

See also

Strategic
independ
control o
employ

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

of the assembly of claims for damages in
num period of two months - the time
situation is intended to give the job

primary based on the period pro
the desired job. In this context, th
frame corresponds to the previou

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

employment situation of women was **communications technologies**

within the framework of a professional

elaborated and presented to the

event in 1997.

al Collective Agreement for Public

nions and government employers in order to

Equal pay

- ◆ The rating of job activities in the

Employees is being reviewed to

identify any potential discrimina

hed a new Start-Up Funds program for

Setting-up in business

- ◆ The Deutsche Ausgleichsbank

with a start-up in business, which will provide up to 20% of the applicant's

of 15.05.1999. This program particularly favors women, because they very often

plement small projects.

the Federal Government supports the German Entrepreneur Forum for Women,

nationwide initiative for networking, counselling and exchanging experience.

axony has a "Training project for single mothers on welfare" in order to

establish the prerequisites for single mothers on welfare to independently secure

hood by providing vocational training.

ation

its of the pilot program for the reintegration of women into gainful

ent are now available. Within the framework of the "Pilot program on

with a start-up in business, which will provide up to 20% of the applicant's

ing special consideration to rural regions", a test was

90 to 1996 to determine whether women returning to work can

aining employment by providing training subsidies for private

port on the accompanying scientific research shows that this

n effective form of support primarily for the group of women over

children) who have had an extended interruption in employment due to

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

labor between women and men and the reconcilability of family and work.

A 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 professional reintegration of women has been being tested in Thuringia for the Federal Länder. Two placement specialists for women and half of a project

management position are being funded for three years at the Gesellschaft für

Arbeitsmarktberatung. The funding is provided by the Federal Government.

- ◆ 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:

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, including targets, the goal of training places is to be reached such a way that women receive particular support, especially in modern, future-oriented occupations. The competence and veto right of the commissioner for women's affairs are also to be strengthened.

A Federal Bodies Law, I, IV

The percentage of women in the bodies which provide political advice are

only 12.7%. It is intended to improve this situation by amending the Federal Bodies Law

in 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

private sector in order to

achieve equal opportunities for 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 for

companies catering to the diversity of the

workforce program intends to

improve training opportunities

for young women, particularly in the future-

oriented occupations and

expand the employing

opportunities of women

and to promote the

availability of family and career and more strongly integrate

men into family and wage discrimination against women, and

increase the

share of women in research and teaching.

Furthermore, the

workforce program

intends to

improve training opportunities

for young women, particularly in the future-

oriented occupations and

expand the employing

opportunities of women

and to promote the

availability of family and career and more strongly integrate

men into family and wage discrimination against women, and

increase the

share of women in research and teaching.

The first and second sets of analyses on the situation of women (1987 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.

Strategic objectives F1 - F6 (Promote women's economic rights and independence)

economic resources / Facilitate women's equal access to resources, employment

and access to markets. It is important to ensure that women have access to information and technology, particularly to low-cost services

to women / Strengthen women's economic capacity and commercial networks

to eliminate occupational segregation and all forms of employment discrimination / Promote work-life balance and family responsibilities for women and men

and much more drastically than that of men. This is because they again get forced into poorly paid occupations offering little opportunity for advancement.

It is the opinion that, although the labor market has seen some women-specific improvements (e.g. in maternity protection, return to work, etc.), the setbacks for women are still harder than for men (definition of full-time employment, etc.). Similar to the advance in the level of men at age 66, this reform has also led to a "position for women". However, this is not a sufficient improvement in social policy.

Women have also exhibited a "boomerang effect" in the labor market. Employees, regardless of whether they are mothers or not, are protected for up to 3 years post-partum.

Gender inequality also results from occupational health protection specific to women and breastfeeding. Because European occupational health regulations are more strict than national laws provide no focus whatsoever in occupational health on women's anatomy, specifically with regard to procreation, only women are considered an additional risk for the employer. The family care-taking infrastructure, however, is still very weak.

care-taking and household work continue to be virtually the sole responsibility of women (mothers and even grandmothers are perceived as not being

◆ The number of female trainees has increased significantly since 2008. This has a negative effect on gender equality in the labor market, particularly in high-paid occupations offering little opportunity for advancement.

The German Trade Union Federation (DGB) has criticized the promotion reform of 1998. It did result in a significant increase in the number of women in the labor market (commissioners for women's affairs, etc.). However, associated with this reform hit women's economic capacity, linking of benefits to the level of earnings, and an increase in the retirement age for women. This is not only achieved an "equal, but equally poor" situation. It cannot be the intention of progressive social policy.

◆ Protection laws specific to the work of women are considered to be higher-quality. For example, full-time employment of child-bearing age. For example, full-time employment of child-bearing age.

◆ **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 financing, educational, and consulting measures 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 technology, particularly to low-income women / Strengthen markets, information and commercial networks / Eliminate occupational discrimination)

er and income

Equal pay

◆ The Federal Government is to elaborate a report on t

situation of women which encompasses all types of occupational discrimination and 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

within the framework of the pilot project of the Federal Ministry for Family Affairs

Senior Citizens, Women and Youth "New ways of creating jobs" (1989-1996).

Present experience has shown that citizen participation as a means of economic

development improves the social climate, expands the opportunities for the genera

public to participate and be heard, improves the social and cultural infrastructure

particular and

enables the qualification and social integration of women
contributes to the creation of sustainable jobs.

Equal participation in gainful employment

unities in the

◆ The "Women and careers" program also targets equal

opportunities

private sector. The Federal Government is to elaborate

rights and also

regulations which are suitable for establishing de facto

approaches, e.g. be it

adapted to the diversity of the companies. In all the var

through collective agreements at the company level. Through collective agreements, the Federal Government places emphasis on the following regulatory objectives:

- Employers 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 in areas in which they are underrepresented;
 - increase the employment rate of women.
- Employers must also:
 - Also establish equal pay in practice, and
 - Ensure representation of the interests of women based on the goal of equal opportunities.

Companies on the subject of "Pro-actively advertise companies which demonstrate commitment, creativity and good

- ◆ Several Federal Länder regularly hold conferences on "women companies". The goal is to locate and establish pro-women practices through the exchange of ideas.

Project "Qualification of women in the area of political association and

- ◆ Schleswig-Holstein plans to launch the pilot project "volunteer work" in May 1999 to run for two years and assume volunteer management positions

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.

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

The Federal Government will review the issue of child care in the future 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 continue to offer care places often remain dependent on social assistance. It is more e

◆ 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 Federal Government on the Implementation of the Platform for Action of the 4th World Conference on Women 1995²⁾ and the Fourth Report by the

Convention on the Elimination of all

Forms of Discrimination against Women (CEDAW)³⁾. Reference is made to the following sources published by the German Women's Conference on Women 1995⁴⁾, the National Strategy for Action of the 4th World Conference on Women⁵⁾ and the Federal Republic of Germany on the United Nations Convention on the Elimination of all

of statistics.

23ff. 33

pendix V, - VI, and

ff. Appendix I + II

Reference is made

to), particularly p. 28f

to), particularly p. 17f

to), particularly p. 6f.

to), particularly p. 13

See also Sections I, VI, VII and VIII of the Report of the Government of the Federal Republic of Germany for the 4th World Conference on Women 1995¹⁾.

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%.

Proportion of bodies without female members decreased from 53.2% to

Proportion of bodies in which the proportion of women exceeds 50% has

increased from 1.2% to 4.5%.

of the Federal Lander also publish bodies reports, some of which

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

work of the Medium-Term EU Action Program on equal opportunities and regularly collects and analyses the data.

to increase the percentage of women in decision-making positions.

mentoring project of the Deutsches Jügendinstitut e.V. (German Youth Institute).

to evaluate and promote mentoring concepts in which women and men hold high positions or are self-employed make their work

for young women for their career planning. The young women receive information they need to be successful in their careers. This includes access to qualified employment sectors and to decision-making positions.

project is the "European Database" at the Women's Computer Center in Berlin. In this project, information on 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 general and particular orientations, positions and conditions 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

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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

sciences and in management positions in the Federal Administration, and disinclination of social groups to nominate women for these bodies, be it because

against women assuming influential f

to participate in decision-making and leadership)

Strategic objective G 2 (Increase women's car

The new Federal Government intends to make a fresh start to improve equality between women and men. The Government has launched the "Women and Men in the Professions" program in 1998. This program aims at the equal representation of women and men in professional life and society. Part of this program is a new and effective starting point for this will be the elaboration of new regulations under the Equality Act

to be made in the context of the envisaged Equality Act

VIII. Institutional mechanisms for the advancement

See also Section VII.

The following state measures to strengthen the report of the Government to the Federal Constitutional Court for the year 1998, as well as the 1999 Report of the Federal Council, Committee for the 4th World Conference on Women (1995), the National Action Plan for the Implementation of the Platform for Action of the 4th World Conference on Women (1997) and the Fourth Report by the Federal Government on the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (1997).

1. Between a Government and a Opposition Party of 9 years, a particular p. 241-321 to 3, particularly p. 6f, 24ff, Appendix V - V to 7, particularly p. 13, 79f, 87ff, Appendix

See also Sections VI and VII.

A.

policies;

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

appointment of

- 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 Government is covered in detail in Section VII "Women in decision-making".

ederal

n. Germany

conference the

Youth supports the

structuring process in

Germany

for Women and Men at

Women and Youth has

- Within the framework of projects and a bilateral exchange program between the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Ministry for Family Affairs, Senior Citizens, Youth and Sports in the Central and Eastern European countries.
- The Advisory Board for the Enforcement of Equal Opportunities of the Federal Ministry for Family Affairs, Senior Citizens

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

are the guide has been submitted to the General Director General of EXPO

Citizens' Women and Youth is
EXPO society concerning the

The Federal Ministry for Family Affairs,
sponsoring a project run by the "Women
and Youth" and the "Women

2000 (funding roughly DM 106,000).

"gender mainstreaming approach" in fall 1998. In order to

implemen

quantitatively improve programs for the promotion of equal

quality

opportunities for women in the science and research sector.

procedu

for women in education and research" is to be included in the 1999

zupov

. Within the framework of the individual 1999 budget for education

Federal

objectives for the promotion of equal opportunities are also to be

and res

all sectors of the education system. These decisions indicate a

firmly anco

s policy in the education sector. The changes initiated are to be

new turn in

explained through the development of a regular progress report

documente

(see also Pa

pat (concept for the promotion of the equal participation of

The Gender

the development process) was adopted in July 1997 within the

women and

development cooperation. This concept is a binding specification in

framework o

for studies in the development cooperation work of the

development

eration and

ide for German

German Government via the Federal Ministry for Economic

Development and the implementing organizations, it acts

(Guidelines for

NGOs. At the same time, the so-called DAC Gender Gui

cooperation) were

Gender Equality and Women's Empowerment in Develop

her things, they

adopted in 1998 by the DAC Committee of the OECD. An

ing Declaration, in

serve as a guide for the donor countries in implementing

and the Platform for Action, 1995, at UN

ny, for example, adopted a resolution in June 1998 to

the Cabinet of Low

streaming concept" on the Land level. In the first

implement the "gen

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

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 to improve equal opportunities.

• The development of federal guidelines for the consideration of gender-specific issues in the daily work and programs of the Federal Government.

• In connection with the introduction of controlling activities in the Federal Agency for Family Affairs, Senior Citizens, Women and Youth, gender mainstreaming will be transformed into a key objective and program sector. The "gender-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 achieving it.

• The measures are to be integrated into the envisaged framework of the test phase to be implemented 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).

en.

IX. Human rights of

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 and the Fourth Report of the German National Preparatory Committee for Action of the Federal Republic of Germany on the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) 1998³.

- 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

- 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)

the nature of the Constitution, the Government has no means to influence

a. Visible success has already been achieved through the support of

published in Baden-Württemberg on the "Representation and events which draw the subject of "Women and the

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

run by women. However, women hold fewer positions in

the national newspapers.

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

bus equipped with the necessary computer technology ("mobile Internet"). The courses teach basic knowledge of the Internet, enhance confidence in 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

of Labour, Youth and Social Security is financing the "European Survey of the Occupational and Social Situation of Women in Culture and the Media". The project serves the women in the area of the media and new communications. The 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 surveys and models of exemplary practices are discussed at a conference. A database is being established which makes the results available on the internet.

Strategic objective J 1 (Increase the participation of women in and through the media and decision-making in and through the media)

- ◆ The Munich-based TV station TM 3, the first TV station for women. However,

the result being that the station's concept could no longer be continued in 1997.

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

Participating 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

From the 1970s onwards, participatory 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

of the local Agenda 21 processes in the energy, climate, the preservation of biodiversity, environmental traffic planning and traffic construction, securing attractive, local public transportation and the use of extremely low-emission gas engines in this sector, as well as noise protection construction. The Federal Government supports the innovative process of increasingly combining the various initiatives of municipal environmental development policy under the umbrella of a local Agenda 21.

Baden-Württemberg has promoted exemplary programs and reports on "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 environ-

mental aspects in the purchase decision-making process. The Green Star, which is awarded by an independent jury according to strict criteria in product labeling. Women pay significantly more attention to information on environmental compatibility (women: 49%, men: 46%), also of importance insofar as women still handle the majority of the daily sh-

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) at the 40th General Conference in September 1996 and supported the resolution of 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 contains an explicit reference to the Beijing Platform for Action. The Federal Government welcomes the progress mentioned in report GC(41)/18 concerning the increase

of the number of female participants, and the improvement in the percentage of female participants from underrepresented Member States (primarily from the Third World). The document also documents the promotion of women in the IAEA, an "Advancement of Women in the IAEA"

workshop and the Agency's commitment to action, was held at the IAEA 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 Urban Development had these instruments and processes, including the participation in building planning, analyzed in a study in 1996.¹¹

The "Who's who in the Women's Administration"

by the Federal Government, was published in 1997 with a circulation of 5,000 copies. The following

for Family Affairs, Senior Citizens, Women and Youth amounted to

Commissioners for Women's Affairs, Institutions and Women's Associations and the following

goal of publicizing the issue of "Women and the environment" has been achieved. The

only fulfilled in view of the principle of non-discrimination.

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.

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 facts)

and the natural sciences (with concentration on teaching the facts). Today research in 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 further 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 relevant actors. The role of women is to be given greater consideration not only in the political process, but also in administrative procedures, especially in the

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 Action Plan "Environment, Energy, and Climate Change"

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

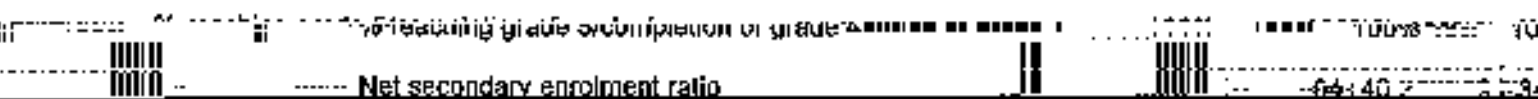
- ◆ Elaboration and implementation of strategies for solving the problems of specific target groups or special problem situations;
- ◆ The transfer of experience and knowledge gained from previous work with girls and young women to the youth welfare sector.

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		12 009 411
Population by urban/rural distribution:		
Urban	17 927 060	17 927 060
Rural	not available	not available
Population growth rate (from 1996 to 1997)		0.0%
Total fertility rate (per woman)	1.316	1.316
Fertility rate for women aged 15-19 (per 1000 women)	9.535	9.535
Sex ratio (male per 100 female live births)	Male: 73.29/Female: 79.72	Male: 73.29/Female: 79.72
Infant mortality rate (per 1000 live births)	5.0	5.2
Under-five mortality rate (per 1000 live births)	12.04	12.04
Maternal mortality rate (per 100 000 live births)	6.4	6.0
Health services	100%	100%
Population with access to health services		
Reproductive health services	Not available	Not available
Contraceptive prevalence rate	100%	100%
% of births attended by skilled health personnel	Not available	Not available
HIV adult prevalence rate	Not available	Not available
HIV prevalence in 15-49 year old pregnant women	Not available	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	98.6
	8	98.3	98.0
	9	98.5	98.1
	10	58.3	64.0



Housing and environment (1993)

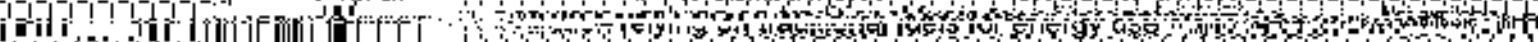
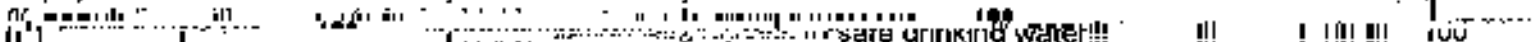
Floor area per person

36.2

No. of persons per room excluding kitchen and bathroom

0.9

% population with access to adequate sanitation



Arable land per capita

Human security and social justice

No. of victims of violence per 1000 people

Total	Female
Data currently being checked availability	

No. of victims of violence in 1997

208,249 39,407

No. of persons in prison per 100,000 people

83 7

(31.12.1997)

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 comment is based on the data series of the former period of the year 1993.

Human and financial resources

The Assistance Finding Work program, established under the Federal Social Assistance (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

on state support (child benefit, child tax credit, etc.) and thus limited availability of the labor market, even for women with a high level of education. The resulting limited alternative personal income force well-educated women to remain in their care of children until they are "settled" in their care then.

Action must be to promote the sharing of... Therefore, the strategic objective of Govern...

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 / Remoteness 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 professions and thus motivate them to work in new professions. Activities of this kind could be encouraged by tax breaks.

Strategic objective; to promote gender mainstreaming.

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

only in the final grades of school. In the interests of "equal opportunities" the Federal Government ministers of Education and Cultural Affairs to "ethics" courses for "civil rights and civil duties" taught through all age groups.

Political science is currently taught - in order to realize the national goal of "promote equal opportunities" - should work together with the Center for Gender Studies to ensure that similar to subjects like "religion" and "ethics" are developed and implemented which

III. Women and health

1. Networking women-specific health counseling

- As much as the German Women's Council welcomes the EU project (Draft, p. 23) on "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."

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

in Germany. In these 10 years, men ... schools or vocational schools are attended for 10 ... and women must learn about preventive practice

at the workplace
of sinking organs

- Exercise to prevent osteoporosis
- Exercise to prevent back problems
- Training of the pelvic floor muscles

advantage of ... the early learning of life-long behavior which will save on cost- ... young people and pr ... intensive therap

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.

Strategic objective E1

Article 142 of the Beijing Platform for Action goes beyond the Government report. The

peace activities as
in peace and legal activities,
women in peace conferences and the specific promotion of their
experience of women from NGOs and civilian society into conflict
tion,
of women-specific interests and the equal participation of women
and establishment of a national peace-keeping service.

Platform for Action c

- Participation of
- Equal particip
- interests;
- Integration of t
- prevention and
- Specific consi
- in the develop

Strategic objective

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.

on or women seriously enough. For example, Bosnian women are being deported
place where they were raped (systematically in the course of ethnic cleansing) by
es or neighbors.

VI. Women and the

Gender-specific discrim

n's Council welcomes the amendments made to the German Civil Code
r Courts Act (ArbGG) in the wake of the decision of the European Court of
the right direction. However, a fundamental change in discriminatory hiring
e achieved through a de facto shift in the burden of proof. The only chance
nation is if the employer is forced to disclose all reasons for a decision. In III
discrimination, an entitlement to employment or at least a claim to
s in the form of money should also be granted, like the restitution in kind

The German
(BGB) and t
Justice as a
practical ca
of detecting
the case of p
substantial c
standard in t

emment should consistently use its means for achieving the national goal

In addition, t
of domestic

VIII. Institutional mechanisms

The mainstreaming of the gender perspective in the Federal Ministry for Family Affairs, Citizens, Women and Youth does not make simultaneous and parallel mainstreaming in other ministries superfluous. Rather, the concept of gender mainstreaming means anchoring mainstreaming outside women's issues. The German Women's Council welcomes 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.

Women and the media

The German Women's Council welcomes the fact that several public broadcasting companies are already integrating qualified women into political broadcasting.

Public broadcasting companies are frequently than in the

past, WDR and ORF are worthy of special mention in this context. These good examples