

Gender Equality Index 2019: Germany

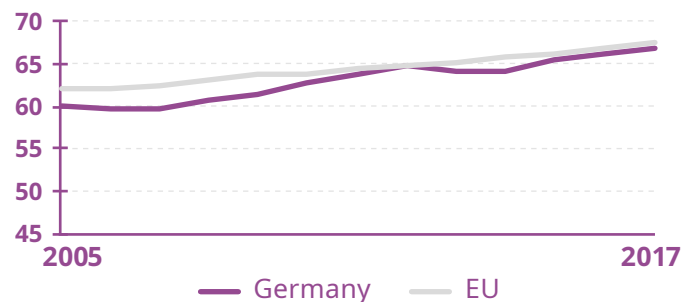
With **66.9 out of 100 points**, Germany ranks 12th in the EU on the Gender Equality Index. Its score is 0.5 points lower than the EU's score. Between 2005 and 2017, Germany's score increased by 6.9 points (+ 1.4 points since 2015). Germany is progressing towards gender equality faster than the EU. Its rank is the same as in 2005.

Germany's scores are higher than the EU's scores in all domains except in the domains of knowledge and time. Compared to other domains, Germany's lowest score is in the domain of knowledge (53.7 points), ranking 24th in the EU; its highest score is in the domain of health (90.5 points), where it ranks sixth in the EU.

Germany's greatest improvement is in the domain of power (+ 22.6 points). There are regressions in the domains of knowledge and time (- 1.6 points for both).

Between 2005 and 2017, Germany's Index score remained lower than the EU's score. Nevertheless, its score improved more quickly than the EU as a whole. The distance between Germany and the EU has decreased over time.

Germany is catching up to the EU average

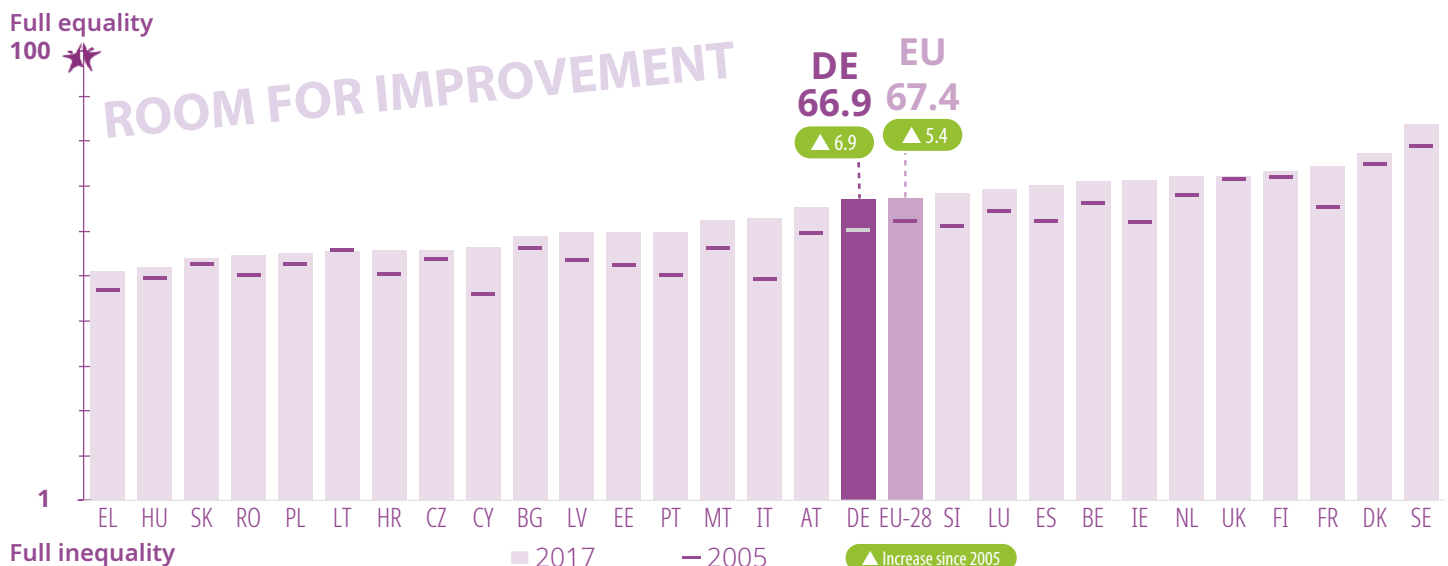


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



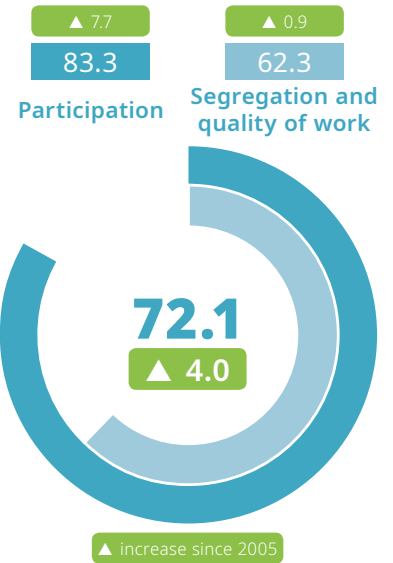


Work

Germany's score in the domain of work is 72.1, showing progress of 4.0 points since 2005 (+ 0.7 points since 2015). The gender gap in the sub-domain of participation has decreased.

The employment rate (of people aged 20-64) is 76 % for women and 84 % for men. With the overall employment rate of 80 %, Germany has reached its national EU 2020 employment target of 77 %. The full-time equivalent (FTE) employment rate rose from 35 % to 42 % for women and from 56 % to 60 % for men between 2005 and 2017, narrowing the gender gap (from 21 percentage points (p.p.) to 18 p.p.). Between women and men in couples with children, the gap is much wider than in couples without children (38 p.p. and 6 p.p.). The gender gap in FTE employment is much narrower between highly educated women and men than between those with lower levels of education.

Around 47 % of women work part-time, compared to 11 % of men. On average, women work 30 hours per week and men work 39. This gap is among the highest in the EU. The uneven concentration of women and men in different sectors of the labour market remains an issue: around 31 % of women work in education, health and social work, compared to only 9 % of men. Fewer women (7 %) than men (38 %) work in science, technology, engineering and mathematics (STEM) occupations.

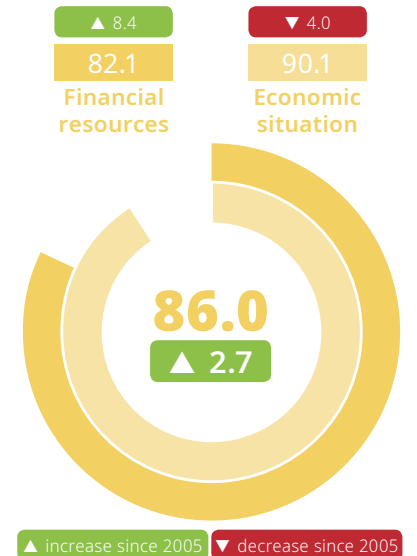


Money

Germany's score in the domain of money is 86.0, showing progress of 2.7 points since 2005 (+ 1.8 points since 2015), with improvements in the financial situations of women and men, but increased poverty and inequality in the distribution of wealth.

Despite increases in the mean monthly earnings of both women (+ 13 %) and men (+ 12 %) from 2006 to 2014, the gender gap persists. Women earn 22 % less than men. In couples with children, women earn 48 % less than men (38 % less for women in couples without children). The gender gap in mean monthly earnings persists across all levels of education and is wider between women and men within older age groups.

The risk of poverty increased between 2005 and 2017: 17 % of women (+ 4 p.p.) and 15 % of men (+ 4 p.p.) are at risk. People facing the highest risk of poverty are lone parents (36 %); single people (30 %); people with low levels of education, especially women (30 %, compared to 26 % of men); and people with disabilities (27 % of women and 25 % of men). Inequalities in income distribution increased among both women and men from 2005 to 2017. Women earn on average 79 cents for every euro a man makes per hour, resulting in a gender pay gap of 21 %. The gender pension gap is 38 %.

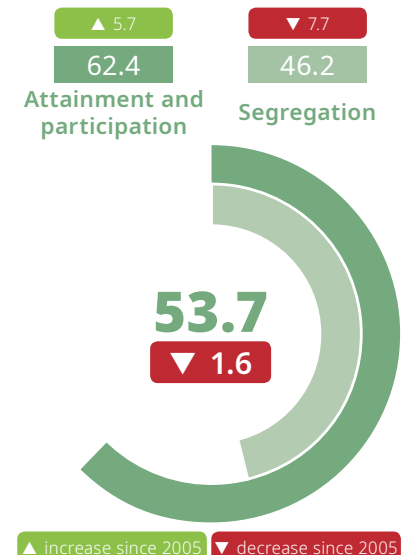


Knowledge

Germany's score in the domain of knowledge is 53.7, with a 1.6-point decrease since 2005 (+ 0.8 points since 2015). Germany's score has dropped nine ranks, placing it 24th in the EU in the domain of knowledge. There are improvements in the sub-domain of attainment and participation and regression in the sub-domain of segregation.

Tertiary education attainment increased between 2005 and 2017 and, in contrast with most Member States, the share of women tertiary graduates is lower than the share of men (20 % compared to 28 %). The gender gap in attainment is wider between women and men in couples without children (13 p.p.) and between women and men aged 65 or more (20 p.p.), to the detriment of women. Germany has not yet met its national EU 2020 target of having 42 % of people aged 30-34 with tertiary education. The rate stands below the target at 35 % (the same for women and men). The gender gap in tertiary attainment (from the 30-34 age group) in Germany is the lowest in the EU. Participation in formal and non-formal education and training has not changed significantly since 2005. Around 14 % of women and 15 % of men engage in lifelong learning in Germany.

The uneven concentration of women and men in different study fields in tertiary education continues to be a challenge for Germany. Around 41 % of women students compared to 17 % of men students study education, health and welfare, or humanities and art.



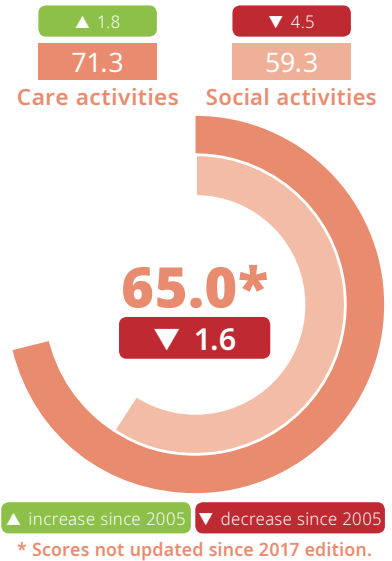


Time

Germany's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Germany's score is 65.0, close to the EU's score of 65.7. There are greater gender inequalities in the distribution of time spent on social activities: women are less likely to participate in sporting, cultural and leisure activities outside the home (22 %, compared to 25 % of men). A higher share of women (16 %) than men (13 %) are involved in voluntary or charitable activities.

Women continue to do the bulk of care work for their family, although the gender gap has narrowed (from 15 p.p. to 7 p.p.) since 2005. Half of women aged 25-49 have daily care responsibilities of one hour or more, compared to only 30 % of men in the same group. In couples with children, 83 % of women take care of their family, compared to 61 % of men. A higher share of women (72 %) than men (29 %) cook and do housework for at least one hour every day.

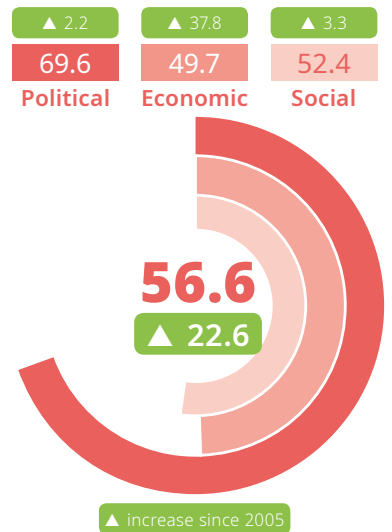


Power

Germany's score in the domain of power is 56.6, showing progress of 22.6 points since 2005 (+ 3.6 points since 2015). This is Germany's lowest score across all domains, although it has improved the most over time. Germany ranks 8th in the EU in the domain of power.

Germany is progressing at a faster pace than the EU in the sub-domain of economic power. The share of women among board members of the central bank jumped from 0 % to 25 % between 2004 and 2018. Germany introduced a legislative quota for 30 % women on company boards. The share of women has increased by 21 p.p. (from 12 % to 33 %) on the boards of the largest publicly listed companies since 2005.

In the sub-domain of political power, the share of women among ministers slightly decreased from 42 % to 40 % between 2005 and 2018. The share of women members of parliament rose from 31 % to 32 %, and 31 % of members of regional assemblies are women. In the sub-domain of social power, women comprise 40 % of board members of research-funding organisations, 34 % of board members of publicly owned broadcasting organisations and just 17 % of members of the highest decision-making bodies of national Olympic sports organisations.

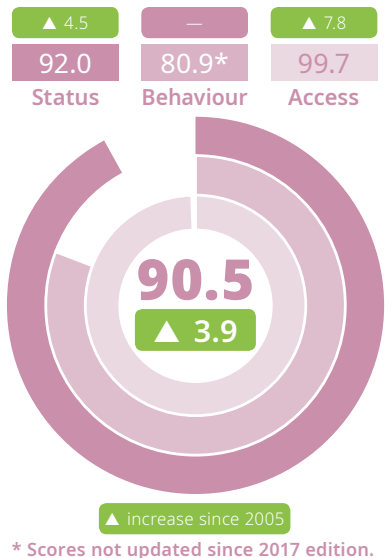


Health

Germany's score in the domain of health is 90.5, with a 3.9-point increase since 2005 (no change since 2015). Germany ranks sixth in the EU in the domain of health. There were improvements in the sub-domains of health status and access to health services. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health increased from 58 % to 64 % for women and from 63 % to 67 % for men, between 2005 and 2017. Health satisfaction declines in proportion to increases in age. The gender gap is wider between women and men with low levels of education (12 p.p.). Life expectancy increased for both women and men between 2005 and 2016. On average, women live five years longer than men (84 years, compared to 79 years).

Germany has the second highest score for access to adequate healthcare in the EU. Unmet needs for medical examinations dropped significantly for women and men between 2005 and 2017 (from 18 % for women and 16 % for men, to 1 % for both). Only 1 % of both women and men have unmet dental care needs (compared to 13 % of women and 14 % of men in 2005). Women and men with disabilities report slightly higher unmet needs for dental care (4 % for both) than women and men without disabilities (2 % for both).





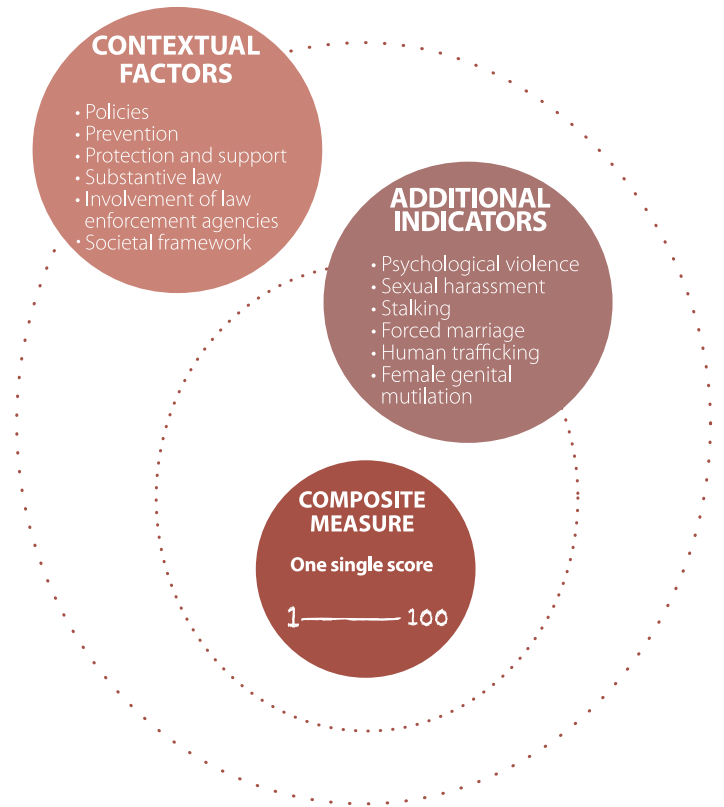
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Germany signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in October 2017.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Germany recorded 164 women victims of intentional homicide by an intimate partner and 74 women victims of homicide by a family member in 2016. EIGE's estimates show that 6 % to 17 % of 25 325 girls (in the migrant resident population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 479 registered women victims of trafficking in human beings in 2016. Comparable data,



disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; whether they are an employee or self-employed; the sector in which they work; the length of service; or whether leave is accessible to same-sex couples or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment and voucher-based work) have increased concerns about parents' access to leave, especially in cas-

es where it is based on definitions of traditional standard employment.

In 2016, 22 % of women and 12 % of men aged 20-49 (potential parents) were ineligible for parental leave in Germany. Eligibility for parental leave is restricted to those in employment; therefore unemployed or inactive women and men accounted for all of the total ineligible population of potential parents in 2016. Among the employed population, all women and men (including same-sex couples) were eligible for parental leave in Germany.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High-quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Germany, 56 % of all informal carers of children are women. Overall, 45 % of women and 42 % of men are involved in caring for or educating their children or grandchildren at least several times a week. Compared to the EU average (56 % of women and 50 % of men), fewer women and men are involved in caring for or educating their children or grandchildren in Germany. The gender gaps are wider within the 20-49 age group (80 % and 74 %) and between women and men working in the public sector (59 % and 38 %).

Germany is close to reaching both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. In total, 30 % of children below the age of three are under some form of formal care arrangement, and 22 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 88 % of children from the age of three to the minimum compulsory school age (56 % are in formal childcare for at least 30 hours a week). Around 8 % of households in Germany report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services (10 %) than couples with children (7 %).

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible, and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working-age population, the need for formal and informal long-term care services has become more important than ever.

Most informal carers for older persons and/or persons with disabilities in Germany are men (56 %). Germany is the only Member State with more men informal carers than women. The shares of women and men involved in informal care for older persons and/or people with disabilities several days a

week or every day are 5 % and 7 %. The proportion of women involved in informal care is 10 p.p. lower than the EU average, while the involvement of men is 3 p.p. lower. About 8 % of women and 5 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 5 % of both women and men in the 20-49 age group. Around 58 % of women carers for older persons and/or persons with disabilities are employed, compared to 46 % of men combining care with professional responsibilities. In contrast, there are fewer women than men informal carers working in the EU in general, and the gender gap is narrower in Germany (12 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 54 % of women informal carers work, compared to 100 % of men. Around 15 % of women and men in Germany report unmet needs for professional home care services, which is the third lowest in the EU.

Transport and infrastructure

Access to affordable and quality public infrastructure, including care facilities, educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Germany, men spend more time commuting to and from work than women (around 49 minutes per day for men and 42 minutes for women). Single women travel to and from

work for a longer time than women in couples (45 minutes, compared to 40-42 minutes). Single men commute almost an equal amount of time as men in couples with or without children. Women spend less time commuting than men, regardless of whether they work part-time or full-time. Women working part-time travel 45 minutes from home to work and back, while men working part-time commute 42 minutes, compared to 46 minutes for women and 50 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities, such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed — keeping in mind the different needs of women and men — flexible working arrangements can make it easier to balance work and family life. They can also support people with caring responsibilities to enter the labour market as full-time employees.

Around 53 % of women and 56 % of men have no control over their working-time arrangements. Access to flexible working arrangements is higher for women and somewhat

lower for men in Germany than in the EU overall, where 57 % of women and 54 % of men have no control over their working-time arrangements. Around 53 % of women and 55 % of men working in the private sector have no control over their working-time arrangements. Access to flexible working time is lower in the public sector and women have more access than men (56 %, compared to 62 %).

Even though there are more women than men working part-time in Germany, fewer women (10 %) than men (31 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality, as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers, such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women to re-enter the labour market after career breaks due to care responsibilities.

Germany's participation rate in lifelong learning (8 %) is below the EU average (11 %), with a narrow gender gap (1 p.p.).

Economically inactive women (aged 25-64) are less likely to participate in lifelong learning (8 %) than economically inactive men (17 %), while there is no gender gap between women and men in employment. Conflicts with work schedules are a barrier to participation in lifelong learning for 40 % of both women and men. Family responsibilities are reported as a barrier to education and training for 47 % of women, compared to 25 % of men. Family responsibilities are more of an obstacle to participation in lifelong learning in Germany than in the EU overall, while work schedules are reported as an obstacle at around the EU average. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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