



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth

Twentieth Anniversary of the Ministry for Women



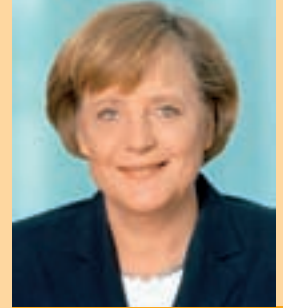
Broaden gender roles • win perspectives • realize equality

Foreword

Germany's equal opportunities policy has achieved much in the past twenty years and the Ministry for Women certainly has a record to be proud of. Much of what we take for granted today would have been quite unthinkable some twenty years ago.

Enshrining equality between women and men as a government objective under Germany's Constitution has undoubtedly played a big part in this success. That we no longer speak of promoting women is progress in itself. The aim, when all is said and done, is gender equality. This means equal opportunities for women and men in all areas of life: within the family, in the workplace, in politics and in society as a whole. But especially when it comes to starting a family, it is mostly women who encounter barriers in the working world – barriers that we need to break down.

It goes without saying that Germany needs well-trained women. But more than that, we need them to use their skills in the working world and, together with men, find ways of reconciling their work and family commitments. Enabling them to do so plays a key role in making our society innovative, productive, family-friendly and able to hold its own in a globalised world. We will work hard to advance gender equality, for the benefit of all.



A handwritten signature in blue ink, which appears to read 'Angela Merkel'.

Angela Merkel
Chancellor

Gender Equality Policy: A Success Strategy



When Germany established its first Ministry for Women some twenty years ago, it represented a milestone in equality policy. It had been a long road and one dotted with many important signposts. These included the enactment of the German Basic Law in 1949 and its provision that men and women have equal rights, the creation of the Women's Policy Department at the Ministry of the Interior in 1950 and the inclusion of the equal pay for equal work principle in the Treaties of Rome in 1957.

That the Women's Ministry is able to celebrate its twentieth anniversary shows that our determination has paid off. But things do not stop here, patience and tenacity are still needed because many of the issues dealt with in the past continue to apply: we need more women in top management, we need working conditions that are more accommodating of women and children, and women with the same qualifications as men must attain the same income levels as their male colleagues – from the day they start work to the day they retire.

But women need more than a fair chance in the jobs market. They need protection against violence in the home, and they need help in gender-specific emergencies such as dilemmas surrounding pregnancy, forced marriages and acts of rape. These are all areas that the Women's Ministry deals with in a determined and effective way.

In doing so, it draws on the efforts of numerous people in society and industry, on women's networks and on strategic alliances. Our equality policy sees men as key partners: as employers, colleagues, husbands, policemen, doctors and policymakers.

And men are themselves addressees of modern equality policy. The dynamics of emancipation have long altered men's and women's role models. Being a boy, a man, a father, a son means being able (and having) to choose from a range of different options in just the same way as girls, women, daughters and mothers.

Policymaking means moving with the times and adapting to social change so as to shape the future. The ingrained role models of the past are losing their importance. The lives of women and men are no longer predestined and set in stone. Men are no longer just the breadwinners, they are active fathers bringing up their children and caring for their elderly parents. Women are no longer destined to stay at home and fulfil these roles. They also work to secure the family income.

Modern equality policy embraces the challenges of such social change. It focuses on reality as we know it and must be designed to pick up on how that reality determines what comes next: demographic change and globalisation are just two of the changes we have seen to directly affect the lives of women and men. Equality policy must take account of such change and how it affects women, women and men, gender relations and gender equality, and must build on it for the future.

Change brings responsibility and opportunity. Gender equality policy is a proven success strategy that will continue its course into the future – not just for women, but for women and men.



Ursula von der Leyen
Federal Minister for Family Affairs, Senior Citizens,
Women and Youth



Clear Prospects Needed

1987 represented a milestone in women's policy in Germany for it was then, twenty years ago, that the German government set up its Ministry for Women. Rita Süßmuth, from then on Minister for Youth, Family Affairs, Women and Health, was given additional responsibilities and the ministry created a separate Women's Issues Department. The most striking change was that women's policy was separated from families' policy to form an independent policy area within the ministry.

Rita Süßmuth summed up the enormity of the challenge when she said: 'Women experience neither equal integration into the jobs market nor do they benefit adequately from the social safety yet. There are no signs of them receiving any clear prospects in the future'. Women's issues should therefore be made a separate focus area in their own right alongside family issues. In the words of Rita Süßmuth, 'Women are no more born as mothers than men are as fathers'.

Creating the Federal Ministry for Women was the logical outcome of what was embodied in the German Basic Law and constitution in 1949: that men and women shall have equal rights. From 1949 onwards, equality was required to be established as a basic right in everyday life, meaning in families and in the workplace. In 2007, this has still not been fully achieved.

In 1957, the Treaties of Rome incorporated equal pay for women and men performing equal work. Some fifty years later, we are still a long way from turning theory into practice, be it in Germany or Europe as a whole:

- | On average, women who work full-time in Germany earn only 78 percent of men's earnings in the same position.
- | The number of women in work in 2005 was 59.5 percent. For men the figure was 71.2 percent. The share of women in the workforce is advancing to meet that of men.
- | Some 42.1 percent of women work part-time, compared with only 6.2 percent of men
- | Women continue to be greatly under-represented in top management positions, both in private industry and in the civil service.
- | In 2006, some 15 percent of section heads in top government agencies were women. This is an improvement: in 2000 it was only 9 percent and in 1986 not one such position was held by a woman.

The success achieved so far is visible, as is the need for further action. What it comes down to is that until we achieve real gender equality, equality policy will remain a key policy issue.

Voice is given to a vast range of demands, from calls for 'new feminism' to the recognition that 'equality is a key social policy challenge', to warnings against 'women working outside the home'.



So how do women see the situation?

- | Only 32 percent of the women questioned in a survey conducted by the Allensbach Institute in 2006 believed that equality has been achieved.
- | 79 percent of all respondents (men and women) see wages and salaries as an ongoing issue in equality policy.
- | Only 13 percent of women respondents said equality has largely been achieved as regards wages and salaries. Some 70 percent of all respondents believe there is still great inequality when it comes to performing housework.
- | 52 percent of respondents believe that equality has not yet been achieved in childrearing.
- | When asked about opportunities for promotion prospects, 58 percent said that equality has not been achieved.

What is particularly remarkable is that since 2000, support for policy that focuses specifically on women's issues has dropped from 72 percent to 59 percent. Modern equality policy is obviously expected to provide for a fair balance of opportunities between the genders and should thus expressly include men

Twenty years after the first Ministry for Women was created, what is now the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth sees one of its key responsibilities in targeting men as partners in and addressees of equality policy. This means overcoming the stereotypical gender roles perceived by men and women, making it a matter of course for men to care for the family alongside their careers and ensuring that this will be accepted in society.



Gender equality policy must focus on a fundamental requirement: men and women have the same dignity and the same rights. Jesus emphasised equality between men and women: he included women in his entourage, supported them and accepted their help. The very first page of the Bible states that men and women are equal (Genesis 1:27c). But providing equal opportunities does not mean trying to make everyone the same. The diverseness between men and women, a positive outcome of the order of creation, is one of our great riches. Equality means experiencing equal conditions when we come into the world. This includes equal opportunities in the workplace and equality in partnerships and the family. Take reconciling work and family – where the greatest burdens are

Germany's parental allowance with its 'partner months' has set a new trend. Society is waving goodbye to the still wide-spread expectation that mothers will accept sole responsibility for the care of their newborn child. And the belief that a young family is able and willing to live off the father's income alone no longer reflects common consensus. The ministry now operates a range of programmes to support the societal change needed to allow gender equality and foster partnership attitudes. One example includes the Neue Wege für Jungs (New Paths for Boys) project which gives boys in the fifth to tenth grades (age 10–16) the chance to explore job opportunities that depart from the well-trodden career paths taken to date.

The aim of gender equality policy is as old as the women's movement: it involves helping women and men create the lifestyles they want for themselves by giving the two genders equal opportunities and equal responsibilities in all areas of life. Only then they can have a clear outlook on their opportunities for the future.

As the ministry's history shows, to implement successful gender equality policy the sources of funding, the instruments implemented and the areas of activity must be subject to ongoing change.

still borne by women. Changes are needed in this area of life. As a World Church, we see many deficits around the world and these must be remedied.

I believe the responsibilities that arise from gender equality – just to emphasise their urgency and scope – should be assumed by women and men wherever possible. This is the only way to eliminate or at least alleviate existing deficits for the longer term.



1968–1986: The Women’s Movement Gains Momentum



The Ministry for Women began its work in Bonn in 1949 and is an integral part of a development that started directly following the Second World War. The German Constitution embodied equal rights for women and men back in 1949. But a lot needed to be done to comply with the law’s Article 3 (2) and make it reality: not least, amendments to the German Civil Code (BGB), whose family law section in no way met the new requirements until 1957 and had to be adapted to take account of the equal rights provision.

It soon became apparent that a women’s policy department was needed, not least in efforts to enforce equal rights within the federal government. **On 16 February 1950**, the German Bundestag unanimously agreed to create a Women’s Policy Department at the Ministry of the Interior. The new department would study women’s roles in society and advice on draft legislation. The aim was to ensure that the equal rights guaranteed by the German Basic Law became reality in private and public life. The department would also be responsible for equal opportunities for women in government administration and issue regular reports on the situation concerning the women employed there.

In **1972** the Women’s Policy Department was moved to the Families Ministry. The move made sense not least as the issue of reconciling family and work was seen as a women’s issue.

In **1979**, in response to the ‘new women’s movement’ born of the 1968 protests, the Women’s Policy Department was expanded and renamed the Women’s Policy Task force – a clear elevation in status.

The slogan *Das Private ist politisch* (roughly, ‘politics starts in the home’) was used to heighten public awareness to women’s personal circumstances in a male dominated society. Perplexed reactions to women playing a subordinate role in many areas of life – in politics and research, for example – soon turned into protest. Emma magazine became the voice of the women’s movement in Germany. Campaigns on abortion and domestic violence brought volatile issues out into the open and placed them firmly at the centre of public debate.

Women’s centres were opened in many towns and cities, acting both as a meeting and work place to combat discrimination against women in employment and in society in general.



The most visible change is that we now have a woman Chancellor. In my days, I was often asked how long it would take for this to happen in Germany and, to be honest, I thought it would take much longer. It has since become standard practice for political parties to ensure that women are appointed to top positions. And certain trends can be observed in everyday life. It is now a matter of course for women to work in the profession they trained for. They no longer face the ‘family versus career’ dilemma; the only problem now is finding the best way to reconcile family and working life.

■ Claudia Nolte


Former Minister for Family Affairs, Senior Citizens, Women and Youth (1994–1998), Belgrade

The still young Women’s Policy Task force took up the issues of the women’s movement, supported its projects and fostered the start of women’s research. Academic findings from women’s research became an important source for federal women’s policy, supplying facts and arguments for new policy initiatives.

But the road to Germany creating its first Ministry for Women was a long one. In the early days, meaning until 1982, the Women’s Policy Task force led a niche existence inside the ministerial bureaucracy. Nonetheless, it used every inch of the scope available and set out to prepare for the Second World Conference

on Women in Copenhagen. The first model projects for women’s refuges and helplines were initiated and served as the prototype for the more than 400 women’s refuges and almost 170 helplines in place today. Promoting women’s issues in business was another key focus of the Task force. The result was a set of guidelines and a programme for women returning to work after bringing up children. The first informational events for women also started around this time.

At the end of the 1970s, another key development took hold: women’s policy reached the governments and administrations at state




(Länder) level. The Task force provided support in networking the new women’s policy offices in the various states and met regularly with the women’s representatives. This exchange proved instrumental, giving rise to a cross-party network in which ideas were exchanged, strategies discussed and solidarity confirmed. Members of the Task force travelled around the country to ask for women’s representatives within the local administrations.

In **1982**, under the leadership of Minister Heiner Geissler, the Task force received greater attention and was given more weight. It was made expressly responsible for the ‘division of responsibilities in the family and the workplace’ and also for ‘social security for women’. In 1985, Minister Geissler called for ‘women and men in positions of responsibility in industry, employer organisations, the media, research and development, and politics, to join forces to address the key social policy issue of the century’. The task at hand was to ‘establish a new partnership between men and women to make society fairer and more humane’ – no more and no less.

Another important step came at the **beginning of 1986**, when guidelines on women’s promotion in government administration (*Richtlinie zur beruflichen Förderung von Frauen in der Bundesverwaltung*) entered into force. The guidelines set out specific measures to improve women’s recruitment and promotion opportunities and their access to further education and training. It also contained provisions on reconciling family and work.

The preliminary pinnacle was marked with the Federal Act on Childrearing Benefit (*Bundeserziehungsgeldgesetz*) in January 1986. This had been one of the Families Ministry’s most important women’s issues-related projects: childrearing leave for mothers or fathers and the opportunity provided by the act to work part-time during such leave was the first milestone on the way to a new form of family-work reconciliation – even if very few fathers made use of the opportunity in the first years after the act was introduced.



1986–1995: Women’s Ministry and Women’s Policy Firmly in Place



Women’s policy continued to flourish in Germany. In **June 1986**, the Federal Ministry for Youth, Family Affairs and Health was renamed and became the Ministry for Youth, Family Affairs, Women and Health. This made Rita Süßmuth (1985–1988) the country’s first ever Minister for Women. January 1987 brought the necessary restructuring to accommodate the new Women’s Issues Department. The new department replaced the Women’s Policy Task force established in 1979, demonstrating that women’s policy had been afforded the same status as the ministry’s other policy areas.

Minister Süßmuth set about establishing the Ministry for Women as an institution of women’s policy and communicated women’s policy as a cross-sectoral responsibility. The Women’s Issues Department was expected to ensure that government policy took account of women’s needs. This gave women’s policy a new quality and, at Minister Süßmuth’s demand, the ministry new powers. In July 1987, the German government changed its rules of procedure. The Ministry for Women received the right to initiate legislation, to speak before Cabinet meetings and to move that decisions be postponed pending review. These three procedural rights authorised the ministry to shape policy in Cabinet agenda items that came by nature under the bailiwick of other ministries.

The general approach taken by the new Ministry for Women was to upgrade women’s policy and advance it alongside families policy. In July 1987, it took over responsibility for protection of nursing mothers from the Federal Ministry for Labour and Social Affairs. Responsibility for equal opportunities and the promotion of women’s employment in government administration was transferred to the Ministry for Women from the Ministry for the Interior. Since then, the ministry has been responsible for federal law designed to enforce equal opportunities. This includes the 1994 Women’s Promotion Act (*Frauenfördergesetz*) which governed the promotion of women’s employment in government administration, the women’s promotion plan and the mandate of the women’s representatives.

Women’s policy soon started pushing in the direction of improved opportunities to reconcile work and family life, so taking equal account of women’s personal and professional circumstances.

In the debate on pension reforms, the tenacity shown by Minister Süßmuth paid off. The best example is the counting of childrearing time for mothers (or fathers) toward state pension entitlements. This made the call for independent old age provision for women a reality, for in contrast to entitlements for dependents,

childrearing time was an integral component of an individual’s pension-related biography. It guaranteed individual pension entitlements for breaks in employment based on the average earnings of all state pension scheme members. This change benefited mothers in particular and reduced the risk of women experiencing poverty in old age.

Another key focus of women’s policy was combating violence against women, with the ministry breaking taboos that had long kept such issues shrouded in secrecy. The Protection of Victims Act (Opferschutzgesetz) came into force in April 1987, only a few months after the ministry was founded. The act significantly improved legal protection for the victims of crime during criminal prosecution, especially for victims of sex crimes.

The new ministry was required to meet not just national requirements and expectations, but also those of international levels. In 1985, the Third UN World Conference on Women in Nairobi agreed an action plan designed to implement the resolutions of the earlier women’s conferences in Mexico City and Copenhagen. The plan covered the period up to 2000.

Also in 1985, the Federal Republic of Germany ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women

(CEDAW) and thus came under obligation to publish regular reports on advancements in its women’s policy. The German government published its first report on CEDAW implementation in 1988 when, as part of Germany’s EU presidency programme and still in the shadow of the Berlin Wall, it also hosted the first Informal Meeting of EU Women’s Ministers in Berlin.

In its first ten years of existence, the new ministry was headed by three different ministers. Professor Rita Süßmuth, Professor Ursula Lehr and Dr. Angela Merkel (all scientists) each made their own mark. Prior to her appointment as Women’s Minister, psychology professor Ursula Lehr (1988–1991) had worked in age research and soon focused women’s and family’s policy on the challenges of demographic change. Based on the knowledge that mental conflicts in midlife are largely driven by role-related tensions within the family, Minister Lehr foresaw an upheaval in the role of daughters and caring for elderly parents. She was the first government minister to speak out against the image of old age as a negative stage of life and in favour of the potential harboured by older people. In doing so, she saw women’s policy as a key area of activity and one which should be advanced in line with the different stages of life. The minister’s call for nationwide childcare services for children under three,

largely justified by the idea of providing only children with better development opportunities, was closely linked with the demand for more equal opportunities for working fathers and mothers. But the time was not right for such thinking and the idea found neither political nor social acceptance.

Success was to be had elsewhere, however: Ursula Lehr implemented proportional consideration of women in employment promotion activities. This meant that with the ninth amendment to the Employment Promotion Act (*Arbeitsförderungsgesetz*) in January 1989, unemployed women and men wanting to

Congratulations on the twentieth anniversary of your ministry, which in recent years has been instrumental in advancing Germany’s equality and anti-discrimination debate.

About a year ago, I visited the Czech Republic to see an EU EQUAL project on retraining for unemployed women over fifty. While the women enthused about doing the information technology course, they were rather more sceptical about their future. They were all in the same situation: no matter how well qualified or trained they were, they were over fifty and that meant their job applications were either refused as a matter of course or were simply not answered.

We often say, and rightly so, that anti-discrimination measures are not enough – that we need life-long learning and other pro-active policies that enhance people’s chances in the jobs market. But as the case of the women in the Czech Republic shows, the opposite is equally true: for these pro-active policies to be successful, we must provide effective protection against discrimination. We cannot choose one or the other, we must have both.



■ Dr. Vladimír Špidla

EU Commissioner for Employment, Social Affairs and Equal Opportunities, Brussels

return to work after a period of childrearing were given preference in the allocation of integration grants.

The institutionalisation of women’s policy – initiated by the creation of the Ministry for Women – gathered new momentum at state (Länder) level. The Joint Länder Conference of Equal Opportunities and Women’s Ministers and Senators (GFMK) was founded in 1991. It has since dogged the federal policy, especially regard to employment, families, old age provision and combating violence against women.

The new approach taken by policymakers also changed the role of women’s associations. Ministries and government agencies were now advancing into areas which in the first decades after the Second World War had been the bailiwick of women’s organisations. The German Women’s Council (*Deutsche Frauenrat*) called for the general public to take more responsibility in making equal opportunities a reality of everyday life. But like its member associations, the Women’s Council remained an important lobby for women’s issues and thus a key part-




Eighteen years ago, in January 1989, I caused an uproar when I remarked that “according to development psychologists, there is no reason why two-year-olds should not go to nursery school or be placed in childcare outside the home”. The ministry received thousands of letters in protest, the general thrust being the accusation that “Lehr is tearing families apart”. It has now become standard practice to call for better opportunities to allow women and men to reconcile work and family life.

While it is pleasing to see more women in top positions – be they university professorships, in government administration or in industry – discrimination still occurs. Not to be given a job just because you are woman is bad enough, but to be given a job just because you are a woman is far worse. Such stereotypical thinking simply has to go.

■ Prof. Dr. Dr. h. c. Ursula Lehr

Former Minister for Youth, Families, Women and Health (1988 – 1991), Bonn



ner of and point of contact for the government, the political parties and other institutions.

From one day to the next, German reunification confronted women’s and equal opportunities policy with a set of completely new challenges. The task was to integrate the very different experiences and expectations in eastern and western Germany.

One prominent example was the work done to foster the use of the feminine noun form in the German language. In former West Germany, women doctors and ministers were readily identified by use of the feminine ending for the words doctor and minister – *Ärztin* and *Ministerin*. This was not the case in former East Germany, however, where the masculine form was used when referring either to male or female doctors, ministers, tractor drivers, mechanics and so on.

And there were other, more far-reaching, examples. While western Germany’s history had been shaped by the recent women’s movement fighting for gender equality in policy-making and in society in general, equality was more or less a way of life in eastern Germany. Women’s dual burden of work and family and finding ways to reconcile them presented a common ground on which the ministry’s policies had to provide new answers. Thus in

Article 31 of the Unification Treaty, the German government pledged to advance gender equality legislation.

Given the high degree of state organisation in the former GDR, women were not able to join forces at association level. The ministry thus presented a comprehensive special programme aimed at building women’s associations. The main focus was on changed living and working conditions, women’s unemployment in the new states in the east, the need for women’s policy-related efforts in associations and political parties, and achieving cohesion within the German population.

The challenges of German unification naturally shaped the work performed by the Ministry for Women. Reforms and new strategies were the order of the day, and this included splitting the ministry into three after the first national elections in the newly unified Germany. In January 1991, Gerda Hasselfeldt took over the Department for Health, Hannelore Rönsch the Ministry for Families and Senior Citizens, and Angela Merkel served as Minister for Women and Youth from 1991 to 1994. The new ministry structure gave women’s policy more scope than ever before and so a chance to specialise its work even further. Along with the new Department for International Women’s Policy, another was created to focus on





There are more women in positions of responsibility than readily meets the eye – they are just not visible enough. Who can see that the person clad in protective fire gear fighting a kitchen fire is a woman? People are often amazed when the fire brigade turns up: “I didn’t know women could do that, too”. Well they can!

Idols only serve as role models if they are visible. It’s not about presenting a ‘superwoman’ image, but about demonstrating that in the fire service, men and women are equal and treat each other as such.

■ Silvia Darmstädter

Press and Public Relations Representative, German Fire Service Association
(with 16 years’ active service in the Voluntary Fire Brigade), Berlin

combating violence against women. At the end of the 1990s, the Women’s Issues Department comprised no less than ten different sections. Its staff included members of the former East German Ministry for Women which had been created following the first free democratic elections in the GDR in March 1990, only to be abolished once the Unification Treaty entered into force on 3 October 1990.

German unification posed great challenges for the ministry and for women’s policy because the Unification Treaty necessitated key changes to Germany’s Constitution and other legislation. One of the greatest challenges was amending Paragraph 218 of Germany’s Criminal Code (StGB). Germany’s Federal Constitutional Court decreed that the differing abortion rules in the east and the west – unconditional prescribed timelines in the east and the right to abortion only if specific preconditions were met and attested by a doctor in the

west – had to be rewritten. The ever-changing relationship between women’s and families policy which shaped the years from 1986 to 1995 came to a head in dealing with Paragraph 218. Reconciling the demands of the women’s movement with those of protecting unborn life appeared impossible. The introduction

of mandatory consultation rules and a legal entitlement to nursery school places brought a future-focused solution to the problem.

Another change involved social security provision and the amendment to the Pension Reform Act (Rentenreformgesetz) in 1992 to

There was a long road between establishing Germany’s first women’s refuge, implementing the National Action Plan to Prevent Domestic Violence and enacting the Anti-Violence Act. The first priority was to provide women and children with a safe haven and to offer them advice and support. The hardest part was breaking the taboo that surrounds domestic violence. Women’s refuge centres and safe houses were just the first step. What we really needed were prevention measures, cooperation between the organisations who deal with victims of domestic violence, better legal protection and determined prosecution of offenders. Today all over the country, there are round table organisations whose aim it is to help victims and do whatever preventive work they can. The Anti-Violence Act, which bans violent people from the home and the victim’s immediate vicinity, is now an integral and indispensable part of this effort.

Over the years, numerous women in the women’s movement and related organisations have worked together to achieve this success.

This issue is one I could never brush aside and I see the successes as a fitting example of what determined women can achieve when they join forces.



■ Dr. Christine Bergmann

Former Minister for Family Affairs, Senior Citizens, Women and Youth (1998–2002), Berlin

officially recognise childrearing periods. From 1992, the state pension scheme recognised three years of childrearing in place of the previous one. This greatly improved women’s chances of securing an independent old age pension. Maternity leave periods were also realigned in **1992**. Previously set at 15 months in 1989 and 18 months in 1992, child-raising allowance and child-raising leave with job

entitlements were extended to two years in respect of children born in or after 1992. The new rule reflected the belief that wherever possible, young children should be looked after at home in a family setting. It also coupled the two entitlements with the legal right of the partner taking childrearing leave to return to his or her previous position. This sent out a dual message symbolic of the efforts to rebal-



The twentieth anniversary of the Ministry for Family Affairs, Senior Citizens, Women and Youth coincides more or less with the length of time I have been in Germany. As an African woman who has raised five children here, I have benefited greatly from the work done by this ministry. It has successfully supported me in my efforts over many years to foster equality between women and men in all areas of life. But there is still much to be done, especially when it comes to giving women with immigrant backgrounds a concept of gender equality that they will be prepared to fight for. We need to work together on this to ensure that everyone is included and no-one is left out. No matter where they come from, women and men should join together to achieve a common goal: one that ensures a basis of mutual respect on which to foster integration. This can help them as individuals and Germany as a whole in achieving social, cultural, political and economic progress.

■ Virginia Wangare-Greiner
Coordinator and Social Worker, Maisha e. V. (a self-help organisation
for African women in Germany), Frankfurt am Main

It is not only girls’ education opportunities and young women’s chances of obtaining professional qualifications that have increased in the past twenty years. Great efforts have been taken to provide better arrangements to reconcile career and family planning, which lead to arising equality referring to participation in working life. Out-dated role models are changing apace, including in the natural sciences and technology sectors. We would like to see more young women taking up a career in these fields. Bayer’s positive experience in promoting equal opportunities has convinced us to continue on this path and provide a range of attractive options.



■ Werner Wenning
Chairman of the Board of Management, Bayer AG, Leverkusen

ance families and women’s policy: bringing up the family is a valuable form of work and mothers are welcome in the workplace.

Reunification also cast shadows over the ministry and women’s policy. And it was again women who were particularly affected. In January 1993, the Tenth Act Amending the Employment Promotion Act (*10. Arbeitsförderungs-Änderungsgesetz*) entered into force to give women access to proactive employment market policy measures commensurate with their numbers among the unemployed. This was largely in response to the high numbers of

unemployed women in the new states in eastern Germany. During this time, it also came to light that the work restrictions originally put in place to protect women (a ban on night work, for example) were no longer in keeping with the times. The new Working Hours Act (*Arbeitszeitgesetz*) was based on the EU Working Time Directive (93/104/EC of 23 November 1993). This recognised that reconciling family and work can only be achieved through flexibility. It also recognised that strictly gender-specific rules on working hours tended to disadvantage women. Thus in July 1994, Germany’s Working Hours Act lifted the existing bans and restric-



To me, equal opportunities means allowing people to be themselves without living in fear of threat or violence. Women who suffer abuse must be able to rely on receiving protection and a safe haven for themselves and their children when they need it. Germany has some 370 women’s refuges to provide such protection and support. But due to cost considerations, many of their funding agencies insist on them using a bureaucratic registration and acceptance system that often scares women away rather than encouraging them to seek help. I find this situation unacceptable, especially seeing as it is thirty years since the first women’s refuge was opened, and we have an Anti-Violence Act in place and have gained vast knowledge on violence against women and its effects.

■ Dipl.-Päd. Eva-Maria Bordt

Managing Director, Frauenhauskoordination e.V., Frankfurt am Main

Active in combating violence against women since 1985

tions on women’s employment. The only ban that remained in place was that prohibiting women from working as miners underground.

But the challenges faced by women’s policy did not stop there. Two milestones came in the form of the second Equal Opportunities Act in October 1994 and the amendment to Article 3 (2) of Germany’s Constitution (‘men and women shall have equal rights’).

These two changes marked the most important women’s policy measures during Angela Merkel’s term of office (1991–1994), as it was she who pushed the legislation through. In contrast to the first Equal Opportunities Act of July 1957, which brought family law into line with modern life, the second Equal Opportunities Act introduced in September 1994 largely covered employment law. The rules ranged from the promotion of women in government administration and in the federal courts to protection against sexual harassment in the

In principle, women are more suited to research than men because since the beginning of time, they have had to plan things – and not just for the family. Women think more intuitively and are able to take many rungs of the research ladder at once. Men have to take them one at a time. Of course, not every woman who fits the bill can actually work in research, but we do waste a huge amount of potential. The research world must continue to make creating an environment that allows women to combine research work and family life one of its top priorities. The positions created to allow women’s research were a step in the right direction, but we still need to create the conditions to ensure that women have the same opportunity across all the research disciplines.



■ Prof. Dr. med. Hans-Jürgen Biersack

Director of the Department for Nuclear Medicine, University Hospital, Bonn

workplace and proportional representation of women and men in government committees.

The amendment to Germany’s Constitution was also far-reaching. Since 1949, the German Constitution had stated that ‘men and women shall have equal rights’. In negotiating the German-German Unification Treaty, women of all political callings went to great lengths to have Article 3 (2) of the German Constitution supplemented to make actual implementation of equal opportunities for women and men

a state responsibility. They faced opposition from many constitutional law experts who believed the existing wording was adequate.

Once again, determination and patience did women’s policy proud. The ongoing protests from women’s associations forced the issue to be taken up again a few years later and the government became sensitised to the issue. Some 45 years after approval of the German Constitution, the equal rights provision was supplemented by a vital sentence: ‘The state

shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.’ This made equality between women and men a programmatic state objective.

A number of older issues also remained at the forefront. Combating all forms of violence against women held an unyielding place on the agenda. To give foreign girls and women better legal protection against sexual exploitation in Germany, the country’s criminal law provisions on human trafficking were revised in July 1992.



I have followed the career paths of placement graduates for over twenty years. Young women and men come to us with excellent qualifications and they launch themselves into journalism with gusto. Ten years on, most of the men are still with us. They have become editors, reporters and department managers. As far as the women are concerned, we’re lucky if one in five is still with us.

So why do so few women reach the top in Germany? In my experience, only a small number of them plan their careers strategically. Long childrearing periods are often a barrier to upward mobility. And in many cases, women fail to grasp an opportunity when it arises because they lack the self-confidence. One reason is their lack of mentors. Men in upper management only support women on their way to the top if they view emancipation as something quite ordinary. We need to take this and build on it.

The conditions in business, publishing and broadcasting will only change to women’s benefit if more women climb up the ladder and reach the top jobs.

■ Dagmar Reim
Director, Rundfunk Berlin-Brandenburg, Berlin

When I look back at my time as Women’s and Family’s Minister, I think one of our biggest successes was placing the requirements of the women’s movement at the centre of policymaking activities.

At first, equal opportunities policy was rejected as being too restrictive and was even viewed with scorn. But without the women’s promotion plans, the women’s representatives and later the equal opportunities representatives, the national and state reports on equality, the controversial debate on women’s quotas and the broadened scope of Article 3 of Germany’s Basic Law to include active promotion of equal opportunities – without all of these, the Anti-Discrimination Act enacted in 2006 would simply not exist.

This legislation rejects discrimination on grounds of gender, disability, age and origin.

Decisive proceedings have been made, but to put them into practice they must be followed by even greater efforts on the part of policymakers and society in general.

■ Prof. Dr. Rita Süßmuth

Former Minister for Youth, Families, Women and Health (1985–1988), Berlin



In **1994**, the Federal Ministry for Women and Youth and the Federal Ministry for Family Affairs and Senior Citizens were merged under Minister Claudia Nolte (1994–1998) to form a new single ministry bearing the name it is still known by today. This brought a new order to the division of responsibilities between women’s and families policy. Responsibility for the

Protection of Working Mothers Act (*Mutterschutzgesetz*) and the Foundation for Mother and Child: Protection of Unborn Life (*Stiftung Mutter und Kind – Schutz des ungeborenen Lebens*) went to the families department. Women’s policy remained a key cross-departmental responsibility.



1995–2001: From Women’s Policy to Gender Equality Policy – Beijing and its Consequences

Despite improved legislation, real equality between women and men was far from being achieved in the Germany of the mid-1990s. But then again, the situation looked far worse in many other countries around the world. High maternal mortality, poor access to school education, restricted access to decision-making positions: women everywhere agreed that without real equality their living conditions could not and would not improve. They also agreed that women themselves held the key to such improvements. This hailed an era of change which reached its pinnacle at the Fourth World Conference on Women in Beijing in 1995, when delegates from 189 countries consented on the Beijing Declaration and approved the Beijing Platform for Action – the first programme of its kind to promote gender equality. Germany was instrumental in ensuring that safeguarding human rights and eradicating violence against women were among the platform’s key areas of focus.

The Beijing Conference gave equality a new meaning. It also gave the world a new term, coining the phrase ‘gender mainstreaming’ to describe the strategy to be used to ensure that gender equality would find its way into all areas of life. Beijing was the birthplace of many new impetuses: for example, it gave rise to the rallying call that ‘women’s rights are human rights’ and placed issues like health (previously deemed irrelevant to equality issues) firmly in the women’s policy spotlight.

Gender mainstreaming became better known in Germany after the EU Member States declared it an official EU policy objective in the Amsterdam Treaty of 1997. By enshrining gender equality promotion in Articles 2 and 3 of the EC Treaty, equality policy acquired new momentum.

The German government followed up with a range of measures at national level. These were primarily aimed at stepping up action to combat violence against women. Under the leadership of the Ministry for Women, the Joint Federal Government and Länder Working Group on Combating Trafficking in Women was formed in February 1997.

The new Paragraph 177 of Germany’s Criminal Code (StGB), which for the first time made marital rape a punishable offence, entered into force in July 1997. This answered the long-standing demands from women’s associations. Finally, the law passed in November 1997 to amend the regulations on foreign residence and asylum-seeking gave foreign women who were the victims of marital violence their own right of residency in Germany.

With the change of government in 1998, Christine Bergmann (1998–2002) took over from Claudia Nolte as the Minister for Women. The new minister oversaw the Beijing-initiated switch from women’s to gender equality policy.

The ministry no longer focused solely on the promotion of women but on achieving equality between women and men. While the name of the ministry proper did not change, that of the responsible department did.

This new approach in no way detracted from traditional issues. With the “National Action Plan to Combat Violence Against Women” published in December 1999, the German government presented its first ever integrated strategy to combat all forms of violence against women. Its measures included:

- Prevention
- Working with offenders

- Improving the support network for victims
- Legislative measures such as the 2002 Anti-Violence Act (*Gewaltschutzgesetz*)
- Heightening public awareness.

The Ministry for Women had taken up suggestions and demands that in some respects stemmed from the women’s refuge movement in the 1970s and 1980s. One of the first measures implemented under the National Action Plan was the setting up of a nationwide working group on combating domestic violence to provide ongoing support and advice in implementing the plan.



There have never been so many well qualified women. Yet at work, they still find that it is mostly men who are appointed to the most promising positions or are given management responsibilities. Perhaps this is because decisions lie mostly with men and out-dated role models are not being challenged. It is important for women to enjoy conditions that allow them to have a career and a family. This calls for adequate, professional childcare services and for greater flexibility in working hours and working locations (working from home, for example).

■ Frank-Jürgen Weise

Chairman of the Board, Federal Employment Agency, Nuremberg

When I was elected to the German Bundestag in 1983, there were few women members and I was the token woman who ensured proportional representation. More than twenty years on, women are far more assertive in their vocational training and academic studies and are seen as equals to their male counterparts. But their transition into an equal working world has not yet materialised. Women managers are still something of a rarity. It is not a question of them not being qualified. Rather, women are held back by the lack of acceptance within society as regards them wanting to reconcile work and family commitments – and this despite equality policy now celebrating its twentieth year.



■ Hannelore Rönsch

Former Minister for Families and Senior Citizens (1991–1994), Wiesbaden

A key goal of the Beijing World Conference on Women involved increasing the proportion of women in top management positions. In May 1998, the German government presented its second Report on the Proportion of Women in Key Committees appointed by the Government (*Bericht über den Anteil von Frauen in wesentlichen Gremien im Einflussbereich des Bundes*). It showed a slight increase compared with 1991, with the number of committees with no women members dropping from over 50 percent to 28.7 percent. Nonetheless, women made up only an average 12.2 percent of committee members.

The proportion of women was to be increased in government committees and administration, and also in private industry. The Women

and Work (*Frau und Beruf*) programme launched in 1999 was designed to spur private industry into improving opportunities to reconcile family and work commitments. One incentive came in the form of government certification of the most family-friendly businesses – a title since won by 200 businesses across Germany. Many government agencies have also received official certification, not least the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

In **July 2001**, the government entered into a voluntary agreement with Germany’s top industry associations to promote equal opportunities for women and men in private industry. Its key aims included:



Women still play far too little a role in German science and research. The number of women in top positions is abysmal: only 9.2 percent of teaching professors and research institute directors are women. We simply cannot afford this waste of women’s intellectual potential. The problem has partly to do with academia itself – it is still a male domain – and with a social phenomenon. Germany continues to cultivate this awful ‘callous mothers’ culture which results in far too few childcare places being made available. People need to change their attitudes and we need an official quota because things won’t change unless they are forced to. The aim must be to double the number of

- | Improving women’s opportunities in vocational education and training and in the workplace
- | Better reconciliation of family and work
- | A significant increase in the number of women in work, particularly in top positions and future-focused professions
- | Alignment of women’s and men’s pay

The two sides expressly agreed to publishing regular status reports. Being an alternative to statutory regulation, the alliance between private industry and the government attracted attention far beyond Germany’s borders. The voluntary agreement gave rise to a number of alliances for more family friendliness and has since become a model for success and replication.

And gender equality was advancing in other areas. A judgement made in 2000 by the Euro-

pean Court of Justice decreed that the exclusion of women from voluntary armed service was incompatible with the EU Equal Treatment Directive (76/207/EEC). In the same year the German Bundestag amended Article 12a (4) sentence 2 of the German Basic Law to give women access to voluntary military service in all areas of the armed forces. The first women recruits reported to their duty stations in January 2001.

Gender equality takes in all areas of policy and of life in general. Anyone aiming to achieve gender equality at all levels must be able to foresee the impact of any and all policy decisions. This is why in May 2000, an inter-ministerial working group was set up with the aim of sensitising government ministries to the different ways in which policy decisions affect women and men. The Joint Rules of Procedure of the Federal Ministries (GCO) of 26 July 2000

women in ordinary professorships and in director positions in the next ten years. Of course, the idea of a quota is said to violate the equality principle. But it is also a violation of the equality principle when 91 percent of professorships are held by men.

■ Professor Ernst-Ludwig Winnacker
Secretary General of the European Research Council (ERC), Brussels

declared gender equality as a pervasive guiding principle.

In **2001**, the Gender Equality Enforcement Act (BGleiG) replaced the Women’s Promotion Act in higher government administration. The women’s representatives became gender equality representatives and the gender equality plan replaced the women’s promotion plan. The ministry’s first Gender Equality Status Report (*Erfahrungsbericht zum BGleiG*) was presented to the Cabinet at the end of 2006 and illustrated that there was still much to be done. The proportion of women employees in higher government administration has increased, as has the number in mid-management positions. However, part-time work in the civil service typically remains a female phenomenon and the number of women section heads and subsection heads is still well below 20 percent.

Another important step was taken at the beginning of 2001 when in discussions on Book Nine of the German Social Code (SGB IX) (approved in April 2001), the ministry called for express consideration to be given to the special needs of disabled women.

Step by step, the ministry had worked its way into the decision-making process to help shape all areas of policymaking and life in general:

■ The role of men and especially fathers moved further into the ministry’s policy focus. Its “More Scope for Fathers” (*Mehr Spielraum für Väter*) campaign supported the introduction of the new Federal Childrearing Benefit Act (*Bundeserziehungsgeldgesetzes*) and the Part-Time and Temporary Employment Act (*Teilzeit- und Befristungsgesetz*). The aim was to encourage men to make use of statutory provision of opportunities to reconcile family and work

- | New roles in choosing a profession: the “Girls’ Day” was introduced in 2001 to give girls more scope in their career choices. Over half a million girls have since used the scheme and now know that they are not necessarily destined to become secretaries or medical assistants.
- | A perennial topic is the complex of issues relating to violence against women. The Anti-Violence Act (*Gewaltschutzgesetz*) enacted by the German government in January 2002 provided the country’s first-ever clear legal basis for combating violence within social relationships. The Act’s ‘the offender goes, the victim stays’ approach is both new and in touch with reality. Rather than the victim of violence, woman or man, having to leave the joint household it is the offender (male or female) who has to leave – a situation which benefits not only the victim but any children in the household.
- | With its Report on Women’s Health in Germany (*Bericht zur gesundheitlichen Situation von Frauen in Deutschland*) in 2001, the ministry documented the special need for action in the health sector: women become ill in different ways to men – their symptoms are different and they need different medication.



How far have we come since 1987?

Too much and yet too little. The quota rule introduced by the SPD and the Grünen put a respectable number of women into parliament. This pushed childcare and reconciling work and family right up the agenda. The introductions of Germany’s Equal Opportunities Act and a new Works Constitution Act have enhanced women’s opportunities in the workplace. But it is still not enough. This is why we need the highly unpopular Anti-Discrimination Act and why the country needs ‘new’ men: men who share the responsibilities of caring for the family and the household and of going to work with their wives and partners.

■ Renate Schmidt

Former Minister for Family Affairs, Senior Citizens, Women and Youth (2002–2005), Nuremberg

Quotas Dismantle Ingrained Structures

Nowhere in the world do women enjoy proportional representation in national government relative to their numbers in the population – Germany included. Parity membership in all political bodies would not only be right and fair, it would provide optimal conditions and act as a success barometer for achieving real equality. This is why I support women’s quotas. They put more women in politics, in top management, on supervisory boards, in the media...; quotas put women into positions where they can do things better than men. This is the only way to comply with the gender mainstreaming principle of gender equality and ensure that a women’s perspective is an integral part of all decisionmaking processes. Quotas dismantle ingrained structures: it is not women who need to change but the system.

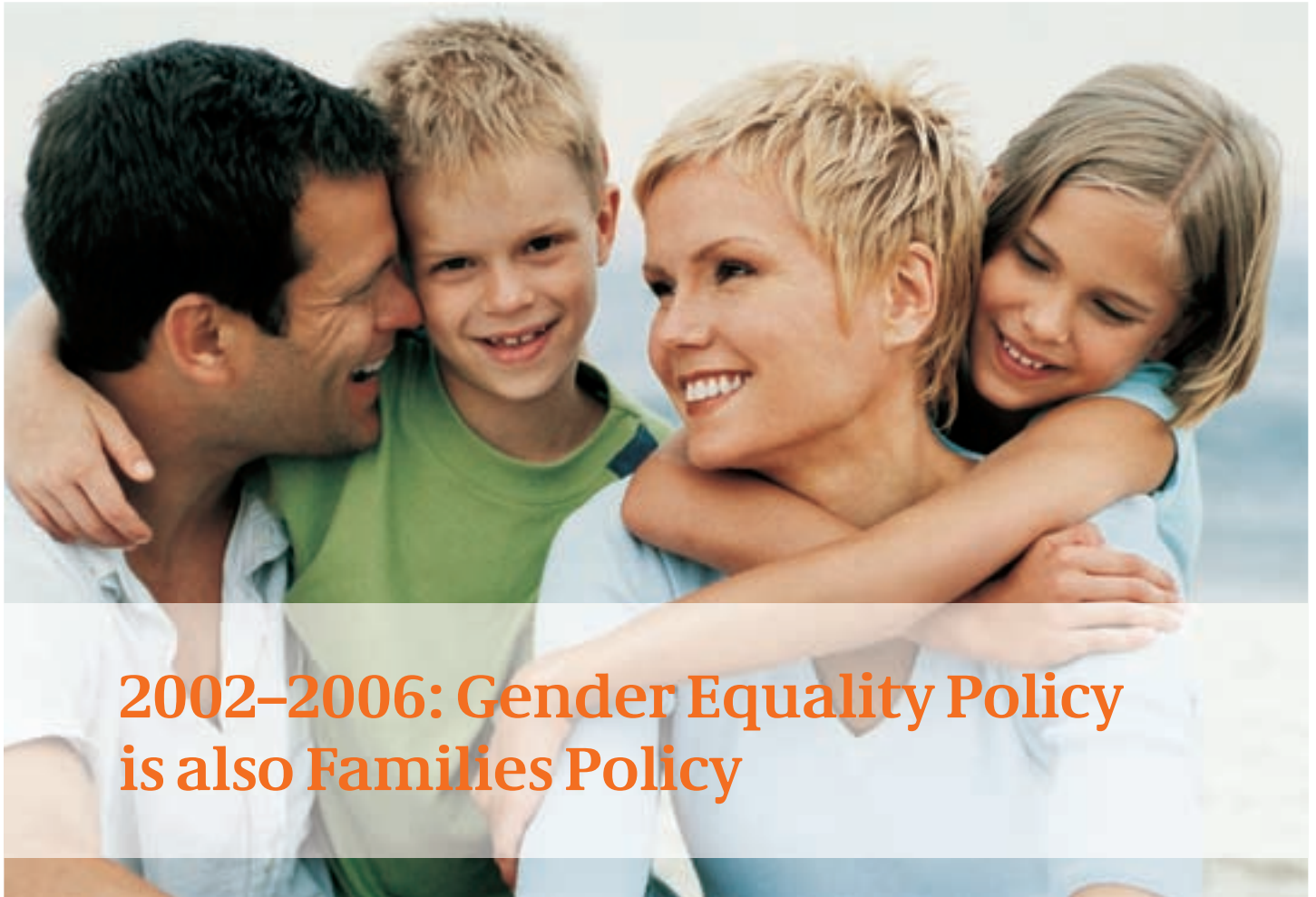


■ Christine Kronenberg

Head of the Gender Equality Department and
Gender Equality Representative, City of Cologne

■ At the beginning of 2002, the Act on Improving the Legal and Social Conditions for Prostitutes (*Prostitutionsgesetz*) entered into force. Neither the expectations nor the fears that accompanied it have been confirmed so far. The Act’s limited scope made it impossible to achieve goals such as broad social security provision for prostitutes, lower prostitution-related crime and more women leaving prostitution. But nor did it obstruct criminal investigation and prosecution of human

trafficking, forced prostitution and underage prostitution as had been feared. Further action is still needed and specific measures have since been identified.



**2002–2006: Gender Equality Policy
is also Families Policy**



Gender equality policy is also families' policy. This was the approach taken by Minister Renate Schmidt (2002–2005) in making her mark on equality policy. With her appointment, the ministry's responsibility for reconciling family and work was relocated to the families department. Children also came into focus as a new target group. The ministry stepped up its activities in calling for the provision of adequate, high-quality day-care services – including for the under threes. Another focal point was improved full-day care for school children, while a range of voluntary agreements under various alliances for family-friendliness gave new momentum to government-industry cooperation on family-work reconciliation.

Headed by former minister of women and since November 2005 current Chancellor Angela Merkel, the new government took this approach further. With the Parents' Benefit Act (*Elterngeldgesetz*), Federal Families Minister Ursula von der Leyen reached a key milestone in gender equality-focused families policy. The Act sends a clear message that parents have a joint responsibility for earning the family income and for bringing up the children. Parents' benefit covers 67 percent of a parent's income, recognising that young women with children also want to remain in work. The times in which a sole (male) breadwinner was

responsible for the family's upkeep are long gone. More and more young families are now dependent on both parents' incomes. Women and men want to use their skills in the jobs market and share the responsibility for everyday childcare. The partner months provided for under the parents' benefit scheme provide a clear incentive: if both parents share childcare, then their entitlement to parents' benefit can be extended by another two months.

One of the greatest political challenges we face comes in the form of demographic change and the associated increase in the number of immigrant people living in Germany. At the end of 2005, the ministry published a comprehensive report containing facts and figures on gender equality in Germany and documenting the diversity of women's lives around the country. The report concluded that women's and men's lives had become similar in many ways, but there are still considerable differences in areas like employment and women's participation in political and social life. This is particularly well illustrated by the situation regarding women with immigrant backgrounds.

Ensuring that gender equality policy takes in the needs of these women is becoming a policy area in its own right. The key is to establish direct contact with representatives of immi-



grant organisations and projects with which the ministry hopes to reach young women with immigrant backgrounds, as these often suffer a dual disadvantage in the jobs market.

Alongside its responsibility for setting trends for improved reconciliation of family and work,

the ministry's gender equality policy during 2002–2006 also had to boost its profile concerning anti-discrimination policy. The Equal Treatment Act (*Allgemeine Gleichbehandlungsgesetz, or AGG*) entered into force in August 2006, transposing the EU Anti-Discrimination Directive into national law. The Act provided for the



In my student days, everyone spouted that they, too, wanted to live out the principle of equal opportunities. It seemed everyone knew how to get what they wanted and were willing to accept all it entailed. But things changed when many of us entered the working world or started a family. When it comes down to the nitty gritty, it is still largely women who have to put their careers on hold. Society and policymakers have much ground to break on this score, one example being the provision of childcare opportunities for children under three. In my family, equality works well because we both want it and from the outset, we had the family back-up and the financial means to arrange what we think are the best childcare options for our children. Alongside my work, I am to all intents and purposes a single father (at least during the week) because my wife has an extremely time-intensive job that involves a lot of travel.

I remember well women's quotas being introduced. They certainly helped in making sure that women were better represented, especially in politics. But industry still has some considerable catching up to do on this count. Then again, the recipe used by the successful women I know is that they don't make a big deal out of being a woman. They just show what they can do and are judged on their merits. This is how our first woman Chancellor came to office. Who would have thought that possible twenty years ago?

Rather than enjoying the freedom to have a family and pursue a career, many women – and especially young women academics – are still confronted with the ‘choice’ between one and the other. Women usually bear most of the responsibility for children and the home, and they find it difficult to combine this with a demanding job. Men who work and have families tend to concentrate entirely on their work because their wives or partners generally free them of the burdens of everyday life. It’s about time we broke through the toughest of all ‘glass ceilings’, namely that in the home. And it is also about time that active fathers and emancipated men enjoyed broader acceptance within society.



■ Melitta Naumann-Godo

Doctoral stipend of the Cusanuswerk and the
Christiane-Nüsslein-Volhard Foundation at the Institute of Physics, Erlangen

establishment of a Federal Anti-Discrimination Agency as an arm of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Its role was to advise people affected by actual or perceived discrimination.



2007: Current and Future Challenges



The anniversary of the Federal Ministry for Women comes at a time of great upheaval in women's and gender equality policy. Officially, 2007 is the European Year of Equal Opportunities for All but with growing public awareness of equality issues, it is effectively also 'Women's Year'.

For the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, 2007 ushers in a significant new approach to gender equality policy. Alongside families, youth and senior citizens' policy, gender equality policy is an independent policy area within the ministry's mandate. There is, after all, ongoing need for action:

- | The pay gap in Germany is significantly wider than in other European countries
- | Significantly fewer women hold management positions in Germany than in the US (e.g.).
- | High numbers of women suffer as victims of domestic violence.
- | In issues regarding pregnancy and childbirth, women still face gender-specific situations in which they need help.
- | Immigration and integration pose particular problems for women and girls.

- | Men's changing roles are not yet fully accepted: gender equality is perceived as something that only women aspire to.

This is why the key aims of gender equality policy include:

- | Equal participation by women in the jobs market
- | Equal participation by men in childrearing and caring for elderly relatives
- | Eradicating gender-specific threats and providing support in emergency situations typical to women
- | Broadening gender roles and breaking down stereotypes
- | Integrating men as partners in and addressees of gender equality policy.

Modern gender equality policy thus aims to achieve greater equity between the genders and to provide people with the freedom to live their lives as they see fit.

Article 3 (3) of the German Constitution states that no person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith, or religious or political opinions. No person shall be disfavoured because of disability. Article 3 (2) states that 'The state promote the actual imple-



Women's football plays an ever greater role in the German Football Association (DFB). The women's national football squad receives the best possible support. Without that support, we could not have won the World Cup in 2003 or the six European Championship titles we have collected over the years. Apart from the support we receive, promoting women's and girls' football has become a key issue within the association. The DFB sees huge potential in women's football, something illustrated by the fact that DFB President Theo Zwanziger is our biggest interceder.

■ Silvia Neid


National Coach of the German Women's Football Team
German Football Association, Frankfurt am Main

mentation of equal rights for women and men and take steps to eliminate disadvantages that now exist.' This state obligation, embodied in the German Constitution, to take a pro-active approach to enforcing these rights rather than simply combating discrimination remains a special obligation and it is one of which the Federal Ministry for Families and Women is very aware.

This is why gender equality policy remains a firm fixture on the political agenda. Federal Minister Ursula von der Leyen set the scene in the opening ceremony celebrating the Euro-

pean Year of Equal Opportunities for All. She emphasised the need to afford women the same opportunities as men in the working world, the need for equal pay for equal work, for better conditions for older women and for women with immigrant backgrounds. The ministry is thus geared to tackling these challenges in close cooperation with Germany's top industry associations and social partners, its research foundations and universities, and with other government ministries.

Strategic alliances are keys in eradicating gender-specific threats and in providing support in



emergency situations typically experienced by women. In 2007, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth will present its Second Action Plan to Eradicate Violence Against Women. The plan will take up the issues not fully addressed in the first action plan. These include conditions for disabled women affected by violence, and violence in relation to immigration, forced marriage and human trafficking.

A key focus of the ministry's work is and will remain providing information for pregnant women and supporting couples when pregnancy becomes an issue of conflict. The Federal Centre for Health Education (Bundeszentrale für gesundheitliche Aufklärung) is a strategic partner in such activities.

In future, the ministry will step up its efforts in breaking down the ingrained stereotyping that stops women and men from living the lives they wish to lead. Men will be targeted both as partners in and addressees of gender equality policy. This is especially important when it comes to willingness to accept that responsibility for childrearing and for caring for dependents must be shared by men and women alike. The same applies to the integration of men and women with immigrant backgrounds. The government's integration plan plays a key role

and is actively supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

The ministry is also active at international level. Working with Portugal and Slovenia, the other countries on the EU Presidency Team, the ministry has agreed to join an initiative in support of the EU Commission's Road Map for Gender Equality in Europe 2006–2010.



Gender equality policy in the year 2007 is accompanied by the impact of demographic change. The populations of Germany and of Europe as a whole are getting smaller, older and more diverse. The question of Germany's competitiveness will also decide whether a numerically smaller generation can exploit its full potential. The number of women in highly qualified professions will rise. This puts the spotlight on making time available for children – something that can only benefit children if men take it equally as seriously and play an equally active role as women. Then there is the matter of caring for the growing number of older people and people in need of constant care. Caring for dependents can no longer be seen as the sole responsibility of women. Men and sons must also play their part. This is the only way we can evolve into a society that sees providing care and providing an income as a



joint responsibility. The ultimate aim is a social consensus that men and women should share, in an equal extent, the responsibility for caring for the family and for working in gainful employment.

The outlook for the future is clear: in the interests of providing greater equity and freedom, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth will continue its policy work to broaden gender roles, create new opportunities and achieve real equality.





Chronicle

June 1986

The **Federal Ministry for Youth, Family Affairs and Health** is restructured to become the **Federal Ministry for Youth, Family Affairs, Women and Health**. The ministry is put in charge of women's issues, including legislative powers in this policy area.

January 1987

The newly established **Women's Issues Department** starts work at the **Federal Ministry for Youth, Family Affairs, Women and Health**.

April 1987

The Victims Protection Act (*Opferschutzgesetz*) substantially improves the legal protection of victims of crimes, and in particular of sex-related crimes, in criminal cases.

July 1987

Changes in the German government's rules of procedure. The Federal Ministry for Youth, Family Affairs, Women and Health is granted new powers:

- | right of initiative
- | right of speech
- | right of prorogation

October 1987

Child-Raising Benefit Act (*Kindererzie-
hungsleistungsgesetz*) concerning child-raising bene-fit (*Kindererziehungsleistung*) under the state pension scheme for mothers born before 1921: Mothers born before 1921 receive child-raising benefit for each live birth.

April 1988

**First informal meeting of European Commu-
nity (EC) equal opportunities ministers held
in Germany.**

May 1989

**Appointment of an Advisory Council on
Women's Policy at the Federal Ministry for
Youth, Family Affairs, Women and Health.**

The Advisory Council supplements existing equality policy instruments and supports the Ministry with neutral advice on women's re- search and women's policy issues.

June 1989

First governmental report on equal opportuni- ties positions on national level, in states and municipalities.

July 1989

Child-raising allowance (*Erziehungsgeld*) and **child-raising leave** (*Erziehungsurlaub*) **ex-
tended to 15 months.**

July 1990

Child-raising allowance (*Erziehungsgeld*) payments and child-raising leave (*Erziehungsurlaub*) extended from 15 to 18 months.

September 1990

Federal government publishes the first report on the implementation of the **guidelines on the Promotion of Women in Government Administration**.

September 1990

Entry into force of the **unification treaty between the Federal Republic of Germany and the German Democratic Republic**.

Article 31 of the treaty committed both parliaments to enhance legislation in terms of equality between men and women and to embellish the legal situation to improve the compatibility of family life and work.

October 1990

Revised Guidelines on the Promotion of Women in Government Administration

announced in the Joint Ministerial Circular (GMBL.) 1990, p. 830.

January 1991

The **German armed forces** open all medical services and military music career paths for women.

January 1991

The **Federal Ministry for Women and Youth** becomes a separate ministry.

May 1991

The **first report on the proportion of women in key committees appointed by the government** is presented to the German Bundestag.

January 1992

Pension Reform Act 1992.

- I Recognition of child-raising periods in the state pension scheme is extended from one to three years for births after 1991.
- I Time spent raising children up to age 10 and from 1992 onwards time spent providing unpaid nursing care for a person in need of such care are taken into account in upholding entitlement to a reduced earning capacity pension (*Rente wegen verminderter Erwerbsfähigkeit*), in the treatment of exempt periods in a person's pension insurance history (such periods are treated as if contributions have been paid equalling 75 percent of those payable on an average income), and in making up the 35-year qualifying period for early re-tirement and for a minimum income pension (*Rente nach Mindesteinkommen*).

January 1992

Child-raising allowance payments are extended to two years for children born on or after 1 January 1992.

May 1992

First Protection of Working Mothers (Amendment) Act (*Erstes Gesetz zur Änderung des Mutterschutzgesetzes*) reinforces protection against dismissal.

June 1992

The German Bundestag adopts the **Maternity and Family Welfare Act** (*Schwangeren- und Familienhilfegesetz*) 'for the protection of unborn/developing life, for the promotion of a child-friendly society, for help in pregnancy conflicts and for the regulation of pregnancy termination'. The Act improves the financial situation of mothers and fathers, parenting their ill children.

July 1992

Criminal law provisions on human trafficking are revised to improve the legal protection of foreign girls and women from exploitation in Germany.

November 1992

The EC **Pregnant Workers Directive** (Directive 92/85/EEC) enters into force, laying down minimum health and safety standards to protect working mothers.

January 1993

The **Tenth Employment Promotion (Amendment) Act** (*Zehntes Gesetz zur Änderung des*

Arbeitsförderungsgesetzes) adds a provision that women should be included in active labour market policy measures in proportion with their share of the unemployed population.

August 1993

Second governmental report on equal opportunities positions on national level, in states and municipalities.

November 1993

Federal government publishes the second report on the implementation of the guidelines on the Promotion of Women in Government Administration.

April 1994

Major revision of the **Family Law Framework Act** (*Familienrechtsrahmengesetz*). Married couples are now free to choose which of their surnames they take as their married name.

May 1994

A single provision in the **German Criminal Code** (*Strafgesetzbuch*) protects boys and girls under 16 from **sexual abuse** regardless of the sex of the offender.

July 1994

The **Working Hours Law Act** (*Arbeitszeitrechtsgesetz*) abolishes all prohibitions and restrictions on employment of women with the excep-

tion of a ban prohibiting women from working as miners underground. The abolished prohibitions include one on night work for women.

September 1994

Entry into force of the **Second Equal Opportunities Act** (*Zweites Gleichberechtigungsgesetz*), The focal points are:

- | Advancement of Women Act (*Frauenförderungsgesetz*) ‘on the advancement of women and the compatibility of family and occupation in the Federal Administration and in the Federal Courts’.
- | Tightened ban on sex discrimination at work.
- | Employees Protection Act (*Beschäftigten-schutzgesetz*) ‘on the protection of employees from sexual harassment at the workplace’.
- | Composition of Federal Advisory Bodies Act (*Bundes-Gremienbesetzungsgesetz*) ‘on the appointment and delegation of men and women to advisory bodies within the sphere of in-fluence of the federal government’.

October 1994

A sentence is added to the **equal rights principle** incorporated in Article 3 (2) of the German Constitution: “The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.”

November 1994

The Federal Ministry for Women and Youth and the Federal Ministry for Family Affairs and Senior Citizens were merged to form a new single ministry.

January 1995

Entry into force of the **Long-Term Care Insurance Act**. Long-term care benefits are introduced in two phases, with benefits for home care becoming available from 1 April 1995 and benefits for institutional care from 1 July 1996. The benefits for home care are accompanied by improvements in social security provision for carers. Long-term care insurance pays pension insurance contributions for carers according to the level of care needed and the scope of the care work.

August 1995

The Maternity and Family Welfare (Amendment) Act (*Schwangeren- und Familienhilfe-änderungsgesetz*) enacts requirements laid down in a decision by the Federal Constitutional Court concerning the legal framework for abortion. The key point is mandatory consultation for pregnant women in hardship or conflict. In connection with this Amendment Act a legal right to a nursery school place is established for children from age three in January 1996.

January 1997

The **Growth and Employment Promotion Act** (*Wachstums- und Beschäftigungsförderungsgesetz*) is adopted to implement the German government's Programme for More Growth and Employment in pension insurance and employment promotion. Increase of the retirement age for women from 60 to 65 over the years 2000 to 2004.

January 1997

Entry into force of the **Protection of Working Mothers Law Amendment Act** (*Gesetz zur Änderung des Mutterschutzrechts*).

- I Improved protection for domestic employees before and after childbirth and for mothers after a premature birth.
- I Improved cost reimbursement of maternity provision for small businesses.

February 1997

Constitutive meeting of the **Joint Federal Government and Länder Working Group on Eradicating Trafficking in Women**, whose objectives include reconciling widely differing views on the complex subject relating to prevention, combating trafficking in women and human treatment of victims.

March 1997

Pregnant Workers Directive Ordinance (*Mutterschutzrichtlinienverordnung*).

June 1997

The **Amsterdam European Council** agrees a draft treaty (later the Treaty of Amsterdam) in which Articles 2 and 3 of the EC Treaty state one of the tasks and aims of the European Community as being 'to promote equality between men and women'. The principle of equal pay for equal work in Article 119 of the EC Treaty is supplemented with the words 'or work of equal value'.

July 1997

Entry into force of the revised **Section 177 of the German Criminal Code**, making marital rape an offence.

November 1997

The **Aliens Law and Asylum Procedure Law Amendment Act** (*Gesetz zur Änderung ausländer- und asylverfahrenrechtlicher Vorschriften*) improves the provisions for hardship cases and allows foreign women who fall victim to domestic violence their own right of residence in Germany.

May 1998

The **second report on the proportion of women in key government-appointed committees** is presented to the German Bundestag.

July 1998

Entry into force of the **Child Law Reform Act** (*Kindschaftsreformgesetz*) and **Help and Assistance Act**. The Child Law Reform Act abolishes almost all differences in treatment between children of married and unmarried couples. For the first time, unmarried parents can take joint custody of their children. In the law relating to establishment of parentage, mothers are given more rights as regards recognition and contesting of fatherhood. Any recognition of fatherhood only has legal effect with the mother's consent, and mothers have their own right to contest fatherhood.

November 1998

In a **decision on taxation of families** pronounced on 10 November 1998, Germany's **Federal Constitutional Court** states that the current Income Tax Act (*Einkommensteuergesetz*) rules on deductibility of childcare costs and the household allowance (*Haushaltsfreibetrag*) are incompatible with Article 6 of the German Constitution because married parents are largely precluded from taking advantage of them. The Court deems this a breach of the equality principle and calls on the legislature to revise the tax treatment of childcare needs by no later than 1 January 2000 and the tax treatment of child-raising needs by no later than 1 January 2002.

June 1999

Women and Work programme adopted. The German government's Women and Work programme encompasses women's advancement in private industry and accolades – such as the TOTAL EQUALITY logo or Family and Work audit certification – for businesses which set an example in terms of working hours arrangements, childcare facilities or targeted promotion of women. The new STARTGELD ('startup money') loan scheme from the Deutsche Ausgleichsbank points the way for small startups. A further aim is to improve the conditions for mothers and fathers to reconcile family and work commitments and at the same time to promote a new approach for men. An objective of equal opportunities policy is greater involvement of men in child raising and family responsibilities. The new Federal Child-Raising Allowance Act (*Bundeserziehungsgeldgesetz*) allows mothers and fathers to take child-raising leave at the same time as each other. During this time, they have a legal right to work part time for up to 30 hours a week each.

December 1999

First national "Actionplan of the federal government to combat violence against women" This aims to effect structural changes across the board, including prevention and working with offenders, better networking of victim help

services, legal measures and heightened public awareness. In contrast to earlier piecemeal improvements, the Actionplan targets structural changes in combating violence with the aid of integrated social prevention measures starting with children and adolescents. A Protection From Violence Act (*Gewaltschutzgesetz*) will make it easier to assign occupancy of the matrimonial home and makes statutory provision for prohibiting contact and unwanted approaches from a violent partners. The Action Plan also emphasises cooperation between government institutions and nongovernmental projects, nationwide networking of help services, and the relatively new area of working with offenders.

April 2000

Federal Government and Länder Working Group on combating domestic violence started working. The Federal Ministry of Family Affairs, Senior Citizens, Women and Youth acts as chairman.

May 2000

Foreign women and girls receive their own right of residence earlier. Further improvements concerning the independent right of residence for spouses enter into force with the Aliens (Amendment) Act (*Gesetz zur Änderung des Ausländergesetzes*) of 25 May 2000: The

revised Section 19 of the Aliens Act (*Ausländergesetz*) provides for a separate right of residence for foreign spouses only two years after separation instead of the previous four.

September 2000

The German government advances the use of gender-neutral language in public administration and the law. In a new set of Ministerial Joint Rules of Procedure (*Gemeinsame Geschäftsordnung*) the government requires ministries when drafting legislation not only to use language that is accurate and wherever possible readily comprehensible to the general public, but to 'give expression in the wording to the equality of men and women'. The Rules of Procedure apply for all federal ministries and declare gender equality a pervasive guiding principle.

December 2000

The German government presents its **Fourth Report on the Advancement of Women in Federal Service** for the period 1995-1998 to the German Bundestag, along with a **Gender Equality Enforcement Act** (*Bundesgleichstellungsgesetz*) concerning gender equality in government administration and the federal courts.

December 2000

The second sentence of **Article 12a (4)** of the German Constitution is amended with effect from 23 December 2000 to provide a clear constitutional footing for women to do voluntary armed service and allowing women entry to all sectors of the armed forces.

January 2001

On 2 January 2001, 244 women recruits become the first women to commence voluntary armed service with the German forces.

The opening of the armed forces for women's voluntary armed service might be new, but calls to allow women to do military service have been voiced since the 1960s. The initial impetus came from young women whose convictions led them to demand equal treatment in an area previously closed to them. The issue has resurfaced on repeated occasions over the ensuing years, often resulting in heated public debate.

January 2001

New parental leave replaces old child-raising leave. Changes relating to the child-raising allowance (*Erziehungsgeld*) and child-raising leave (*Erziehungsurlaub*) come into effect at the start of 2001. The changes apply to children born or adopted on or after 1 January 2001. The new act replaces the term 'child-raising leave' with the more fitting 'parental leave'.

The amendments to the Federal Child-Raising Allowance Act (*Bundeserziehungsgeldgesetz*) improve the conditions for reconciling family and work commitments and the financial situation of families:

- I Choice for mothers and fathers.** For the first time, mothers and fathers can both take parental leave for an unchanged maximum duration of three years.
- I Part-time working permitted** during parental leave. Both parents have a legal right to be allowed to work part-time (if the employer has over 15 employees). Both parents can also now each work up to 30 hours a week.
- I Right to return to prior number of working hours when parental leave ends.**
- I Flexible third year.** Parents gain added flexibility with the option (provided that the employer agrees) of taking one year of parental leave at any time between the child's third and eighth birthday.

March 2001

Entry into force of the **Brussels II Regulation** (Council Regulation (EC) No 2201/2003), introducing uniform provisions in all member states except Denmark concerning jurisdiction and the recognition and enforcement of judgments in matrimonial matters and matters of parental responsibility for joint children.

April 2001

Adoption of Book Nine of the German Social Code. On 6 April 2001, the German Bundestag adopts Book Nine of the German Social Code (SGB IX). The main parts of SGB IX enter into force on 1 July 2001. The benefits concerned aim to promote the integration and in particular integration into employment, of people with disabilities or at risk of disability. SGB IX also enacts improvements aiming to support women in various situations and thus to improve their integration into social life and in particular employment. The objectives stated in Section 1 of SGB IX therefore include giving due account to the special needs of women and children with disabilities or at risk of disability.

26 April 2001

The first **Girls' Day** is held. Businesses and organisations invite school girls to events in technical and scientific fields to gain an insight into careers untypical for women.

July 2001

Agreement on Equal Opportunities in the Private Sector signed with German business and industry associations. Its key aims included improving women's opportunities in vocational education and training and in the workplace, compatibility of family and work, a significant

increase in the number of women in work, particularly in top positions and future-focused professions and an alignment of women's and men's pay.

August 2001

The **Civil Partnerships Act** (*Lebenspartnerschaftsgesetz*) enters into force, allowing gay and lesbian couples to officially register their partnerships from 1 August 2001.

December 2001

Entry into force of the new Gender Equality Enforcement Act (*Bundesgleichstellungsgesetz*) concerning gender equality in government administration and the federal courts. The new Act enters into force on 5 December 2001. The act widens the claims of the Advancement of Women Act, that was entered into force in September 1994, among others by greater powers for equal opportunities representatives.

January 2002

The German government ratifies the **CEDAW Optional Protocol** on 15 January 2002. The Optional Protocol adds a communication and an inquiry procedure to the Convention on the Elimination of All Forms of Discrimination, which is internationally one of the fundamental legal instruments of women's human rights.

The Optional Protocol authorises the CEDAW Committee to receive communications from individuals or groups of individuals claiming to be victims of violation by a state party of rights established in the Convention and to consider such communications in a procedure whose details are set out in the Protocol.

January 2002

Child benefit (*Kindergeld*) is raised again. From 1 January 2002, child benefit is €154 a month each for a first, second and third child (up from DM 270 or € 138.05 for a first and second child and a marginal increase for a third child due to the currency change) and €179 each (again a marginal increase) for any subsequent children.

January 2002

Entry into force of the **Protection From Violence Act** (*Gewaltschutzgesetz*), an act 'improving civil court protection from violence and stalking and facilitating assignment of the matrimonial home in the event of separation'. Besides making it easier to assign occupancy of the matrimonial home, the Act makes express provision for prohibiting contact, harassment and unwanted approaches. It also creates a right for the victim to be left the joint home in the event of domestic violence.

January 2002

Entry into force of the **Prostitution Act** (*Prostitutionsgesetz*) governing the legal situation of prostitutes.

January 2002

The **Job AQTIV Act** (*Job-AQTIV-Gesetz*) enters into force on 1 January 2002: The Act aims to promote gender equality on the labour market by augmenting specific labour market policy measures for women. It also contributes towards better reconciliation of family and work commitments. This objective is served by increased allowances for childcare costs (€130 per child per month) when unemployed workers attend vocational training and further training. For people with mandatory social insurance, periods when contribution payments are interrupted due to statutory maternity leave and childcare up to a child's third birthday are once again counted from 2003 as contribution periods for purposes of unemployment insurance.

January 2002

A reform of the **Advanced Training Assistance Act** (*Aufstiegsfortbildungsförderungsgesetz*) enters into force on 1 January 2002. The Advanced Training Assistance Act offers grants and loans on better terms for families with children and for single parents.

April 2002

The German government publishes a **Report on Equal Pay** (*Bericht zur Entgeltgleichheit*) and on the economic situation of women. The report comprehensively sets out possible causes of gender pay gaps, such as gender-specific distribution of jobs and training places, lower promotion prospects for women and comparisons between different sectors of the economy. It also identifies and documents from a gender standpoint the main causes of direct and indirect pay discrimination.

Mai 2002

The third report on the proportion of women in key committees appointed by the government is adopted by the German cabinet. The report records a slight rise in the proportion of women in government-appointed committees. The Gender Equality Enforcement Act (*Bundeseleichstellungsgesetz*) concerning gender equality in government administration and the federal courts has improved women's prospects of attaining managerial positions. This also makes it likelier that more women will be appointed to high-ranking committees, which are mostly made up of managerial staff.

May 2002

The **Equal Opportunities for Disabled Persons Act** (*Behindertengleichstellungsgesetz*) enters into force on 1 May 2002, giving people

with disabilities greater self-determination and equal participation in society. To enforce equal rights for women and men, the special concerns of disabled women must be taken into account and existing discrimination eliminated (Section 2 of the Act).

June 2002

Amendments to the Protection of Working Mothers Act (*Mutterschutzgesetz*) enter into force on 20 June 2002. Statutory maternity leave is now at least 14 weeks for all mothers, including in the event of a premature birth.

January 2004

A high-ranking body set up to monitor the Agreement on Equal Opportunities in the Private Sector and composed of equal numbers of men and women presents its first progress report (*Bilanz 2003*) on the Agreement's implementation. The progress report shows that formal education of girls and women has today reached a high level, but gender differences persist in career choices and in the transition from education to employment. Efforts are still needed to make more girls and young women consider the full range of careers open to them.

January 2005

The Fourth Modern Labour Market Services Act (*Viertes Gesetz für moderne Dienstleistungen am Arbeitsmarkt*) enters into force. Women previ-

ously dependent on social assistance (*Sozialhilfe*) benefit payments now receive Unemployment Benefit II (*Arbeitslosengeld II*) regardless of their previous employment.

February 2006

Publication of the second progress report (*Zweite Bilanz Chancengleichheit*) on implementation of the Agreement on Equal Opportunities in the Private Sector. The report focuses on women in managerial positions. It contains a current appraisal on the subject and on showing current approaches and measures for increasing the proportion of women in management.

August 2006

Entry into force of the **General Equal Treatment Act** (*Allgemeines Gleichbehandlungsgesetz*) implementing the EU Equal Treatment Directives in German law. The aims of the directives include protection from discrimination on grounds of gender. The main new points are protection from discrimination on grounds of gender in civil law dealings involving transactions carried out in large numbers and contracts relating to private insurance. The Act provides for the establishment of a Federal Anti-Discrimination Agency (*Antidiskriminierungsstelle des Bundes*) as an arm of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. This is an independent body

which supports all concerned with information and advice, including on sex discrimination.

December 2006

The government publishes the first progress report on the Gender Equality Enforcement Act. The report records a rise in the proportion of women in executive positions in the federal administration, but they are still underrepresented. It also shows that part-time work is still women's affairs.

January 2007

Entry into force Federal act on parental allowance and parental leave. The parental allowance can be claimed by all mothers and fathers who take time off to care for their children during the first year of their lives. Those who take on this task can claim 67% of their average net wage over the previous twelve months, with an upper monthly limit of 1,800 euro. Those who haven't worked during the previous twelve months can get 300 euro per month in parental allowance. The two extra "partner months" are designed to send a signal that it is not just one parent's responsibility to look after the newborn, but that of both.

January 2007

Report of the Federal Government on the Impacts of the Law Regulating the Legal Affairs of Prostitutes (Prostitution law) is published:

The law has facilitated the legal access of prostitutes to the social security system and has improved the legal position of prostitutes. However, it has failed to improve the social situation of prostitutes due to the fact that the new legal possibilities scarcely have been used. The Report confirms that the law has not entailed any negative effects on the detection and prosecution of trafficking in human beings, forced prostitution and prostitution of minors and other forms of violence surrounding prostitution, but on the other hand, positive effects are not documented either. The Federal Government's conclusion is that a broader approach to regulate prostitution is needed, focussing on combating trafficking in human beings, forced prostitution, prostitution of minors and increasing the protection of prostitutes from violence and exploitation.

February 2007

The fourth governmental report on the proportion of women in key committees appointed by the government is published. The report records a slight rise in the proportion of women in committees appointed by the government. But as a whole women are still underrepresented in these committees.

March 2007

The UN **Convention on the Rights of Persons with Disabilities (UN Disabilities Convention)** and its **Optional Protocol**, including an **opt-in allowing petitions from individuals and groups of individuals** is signed in New York inter alia by Germany. For the first time world attention is brought to the special situations of women with disabilities.

March 2007

The Law on the Punishability of Stalking enters into force. Victims of repeated harassment and threat are now more effectively protected by provisions in the Criminal Code and in the Criminal Procedure Code. Stalking has been made an offence in its own right; and the possibilities for remand detention for dangerous perpetrators have been improved. The new legal provisions close legal loopholes and facilitate efficient prosecution of stalking!

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