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### DISSEMINATION, MARKETING AND USE OF GENDER STATISTICS

#### Gender Statistics in Germany

Submitted by Federal Statistical Office, Germany

#### I. INTRODUCTION

1. In the new Coalition Treaty of the German Government for the 16th legislative period dating from November 2005, a targeted gender equality policy has been laid down. The Coalition Treaty states that

*„gender equality policy must be geared towards the expectations of men and women and towards the plans they have for their lives in all areas“.*

2. The Federal Statistical Office Germany strongly supports work in the area of Gender Statistics. To take account of the special importance of Gender Mainstreaming, the Federal Statistical Office shifted responsibilities within the Office in March 2006. The overall responsibility for the cross cutting issue of Gender Statistics was transferred to only one unit which is the microcensus. This means that the German microcensus unit will also take over the function of a Gender Focal Point for the UNECE.

3. Today, in German federal statistics person related data is in most cases disaggregated by gender. Numerous publications of the Federal Statistical Office of Germany give a

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comprehensive overview of the living conditions and the situation of women and men in Germany. Our basic publication “In the Spotlight: Women in Germany“ was updated only recently and translated into the English language.

4. To identify and to close information gaps with regard to Gender Mainstreaming systematically, the Federal Statistical Office has prepared an overview indicating whether the “gender“ variable is covered in the respective set of federal statistics. On this basis, the responsible ministries in Germany can check in how far there is a need for further gender specific breakdowns and how this need can be covered.

5. Furthermore, the Federal Statistical Office closely co-operates with the German Ministry for Family Affairs, Senior Citizens, Women and Youth in numerous projects with national and international institutions.

## II. OVERVIEW OF THE WORK PERFORMED BY THE FEDERAL STATISTICAL OFFICE IN THE FIELD OF GENDER STATISTICS.

6. In the following, a brief overview will be given of major work at the Federal Statistical Office and the most important sources of information used.

### A. Life situation of women and men

7. A rich data source for presenting the life situation of women and men in Germany is the microcensus, the largest household survey in Europe covering 1% of households every year. From 2005, the microcensus has been conducted at shorter intervals. It has thus supplied quarterly data in addition to annual averages from reference year 2005. The microcensus provides statistical information with a detailed subject-matter breakdown on

- the population structure
- the economic and social situation of the population, households and families
- the forms of living of the population
- the labour market and
- the breakdown by professions and education of the economically active population.

8. The gender “variable“ forms part of its catalogue of questions. So there is the possibility to combine all other variables covered by the microcensus with gender data and to evaluate and analyse them with regard to gender or comparing the sexes. Especially with a view to education and the labour market, data are important on women’s and men’s vocational training and their participation in economic life, and on the compatibility of family and working life.

9. The following are typical examples of how gender-related microcensus results can be used:

- When the microcensus began to be taken more than once a year in 2005, the entire evaluation programme on “households, families and forms of living“ was revised with special emphasis on gender and gender-specific topics. Data on men and women are tabulated comparing in particular the compatibility of family and employment;
- As part of the “European Labour Force Survey“, the Federal Statistical Office implemented an ad-hoc module on the “compatibility of family and employment” with a total of eleven variables in 2005;
- The Federal Statistical Office plans to publish a special issue containing microcensus results on the *compatibility of family and employment* at the end of 2006/beginning of 2007 presenting also results of the above 2005 module;
- At four-year intervals, most recently in 2004, the microcensus collects data on *respondents' status in the local unit*. In combination with gender information, this variable makes it possible to classify employees hierarchically in the local unit, e.g. to *assess the number of women and men with executive or managerial functions*;
- Commissioned by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and in co-operation with the German Centre of Gerontology (DZA), the Data Report “*Die Familie im Spiegel der amtlichen Statistik*“ (*The family reflected by official statistics*) was prepared (extended and revised edition 2003), which contains, among others, gender sensitive microcensus results on the *forms of living of the population and family formation*. Selected tables of that report were updated in December 2004 on the basis of 2003 microcensus data. A new edition of the Data Report commissioned by the BMFSFJ is planned, the exact date has not been decided upon yet;
- The Federal Statistical Office contributed to the Gender Data Report “*Kommentierter Datenreport zur Gleichstellung von Frauen und Männern in der Bundesrepublik Deutschland*“ ((*Annotated data report on the equality of men and women in the Federal Republic of Germany*) prepared in co-operation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the German Youth Institute (DJI). The Data Report, which was published in July 2005, provides detailed insights into the *specific situation and position of the sexes in Germany*, among others on the basis of microcensus data;
- In co-operation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the University of Bonn, a project was carried out on “business start-ups in the context of working and living conditions in Germany“ based on microcensus data, with special emphasis on the gender-specific aspects of business start-ups. From that project resulted a *gender monitor on “business start-ups“* with results from the 2003 and 2004 microcensuses and soon also from the 2005 microcensus, which presently has been scheduled for a period of three years;
- In September 2005, the Federal Statistical Office presented ample results on the *childlessness of female university graduates* based on estimates using microcensus data.

B. An important topic of Gender Statistics: time use

10. A comprehensive source of data making it possible to address also current issues is the time use survey, whose concept had already been oriented towards “Gender Mainstreaming” in co-operation with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ). In addition to quantitative data, qualitative data are available on time use satisfaction, time requirements and the subjective assessment of one’s health status. Extensive studies are under way – also at the European level<sup>1</sup> – to assess inequalities between men and women in daily life. Examples to be mentioned here are the measurement of household production, the recording of paid and unpaid work, the compatibility of family and employment, the division of labour within the family, the coverage of the aspects of mobility, participation in social life, voluntary and community work, lifelong learning/continuing education, cultural and other spare-time activities, use of new communication technologies, etc.

C. The gender pay gap between men and women and women’s poverty

11. Both the short-term and the long-term statistics of wages and salaries in Germany differentiate by gender. So all other variables covered by this set of statistics can also be evaluated and analysed comparing the sexes. In particular the data material of the structure of earnings survey, which will be conducted at four-year intervals in the future, provides a rather diverse list of variables informing about the working time and earnings of the employees selected and about personal and job-related factors (such as occupation in the local unit, profession, education and training, age and time of joining the enterprise). This ample material makes detailed analyses possible, for instance measuring the gender pay gap, i.e. the difference between the earnings of men and women.

12. Comprehensive information is available also on the poverty of women. A major source of data is the household budget survey. For many years, the Federal Statistical Office has made gender analyses, which are reflected in internal studies and in the publication programme. This refers in particular to poverty indicators but also to a large number of other variables from the list of questions presented by gender via the “gender of the main income earner” variable. Gender-specific evaluations, which are not part of the standard tabulation programme are also provided upon request by person-related special evaluations.

D. Gender Statistics in the fields of health, education and social security

13. It is common also in the fields of health, education and social security to break down official data by gender.

14. Person-related data from health statistics can generally be differentiated by the type of information they provide: data on the health status of the population, on aspects of medical care or on disease-related costs. Results are presented separately for women and men to show gender-specific differences among others in the morbidity and mortality structures. These are

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<sup>1</sup> In addition to further publications, a Europe-wide time use database is being set up by EUROSTAT containing German data specifically harmonised for the purpose.

- diagnoses of hospital patients,
- diagnoses of patients in prevention and rehabilitation facilities,
- information on the disease or injury due to an accident, smoking habits and body measures in the microcensus,
- causes of death,
- health personnel and
- disease-related costs.

15. As regards education and training, education statistics as a rule are broken down by gender (e.g. for pupils, school leavers, teachers, apprentices, final examinations in dual vocational training, university students, first-year students, examinations, postdoctoral lecturing qualifications and non-enrolled students).

16. In social statistics, data on the recipients of social security benefits are broken down and published by gender (except for the statistics of housing allowance). This holds true also for nearly all statistics in this sphere outside official statistics.

#### E. Women, men and job environment

17. The quarterly employment statistics affords the possibility to present all variables and combinations thereof by gender. The Federal Statistical Office is in a position to provide Länder data of employees subject to social insurance by gender in aggregate form (groups of economic activity (3-digit items), unit groups (3-digit items), formal levels of qualification, age groups, citizenship, place of residence/work, full-time and part-time employment).

18. Data relating to the employment of women may also be found in the structural survey of the *service sector* ("service statistics"), which covers a very heterogeneous economic sector. Here enterprises and institutions from transport, storage and communication, real estate activities, renting, computer and related activities, research and development, and business services such as legal, accounting, book-keeping and auditing activities, market research and public opinion polling, architectural and engineering activities and related technical consultancy, advertising, labour recruitment and provision of personnel, and other business activities are questioned annually about individual items of business accounting or personnel accounting. Information on the number of female employees can also be derived from the cost structure surveys in the service sector taking place every 4 years, also in proportion to part-time employees. The cost structure surveys are conducted in two subsequent years in selected basically person-related service areas. For instance, physicians, dentists and veterinarians were questioned about reference year 2003, and additionally, other institutions performing human health activities such as medical massage and physiotherapy, furthermore driving schools, laundries, dry-cleaners, hairdressers and beauty parlours, undertakers, audio-visual companies, Turkish/steam baths, saunas, solariums and fitness centres were covered with regard to reference year 2002.

19. In the cost structure surveys conducted in *industry*, the Federal Statistical Office records the number of female working proprietors, co-proprietors and unpaid family workers and the number of female employees as an "thereof" item. The results relating to these variables can be supplied any time.

20. Last not least the iron and steel statistics with its annual personnel statistics affords extensive possibilities to evaluate the situation of female employees in that branch. The share of female employees can be seen here both with a breakdown by wage earners, salaried employees and apprentices and by the various operating units (steelworks, rolling mills, foundries, etc). Additionally, manifold information can be obtained on the reasons for persons leaving (e.g. dismissal, retirement, death).

21. Extensive data material on the labour force participation of women in the public service is available from personnel statistics. That set of statistics covers, among others, the following variables: age, grading, scope of duties, volume of work (e.g. part-time employment), type of employment (e.g. as a civil servant or salaried employee) and gross earnings.

22. Information can be gained on the entrepreneurship of women above all from the statistics of business notifications. It has to be pointed out, however, that this set of statistics cannot provide a comprehensive overview of the entrepreneurship of women as it rather records the dynamics of business setups on the part of women, i.e. the trend. Data are available from 2003.

23. The major source of data about women with executive functions is the microcensus. By means of the time use surveys, too, evaluations could be made on the subject of women with executive functions (coverage via variables according to the “socio-demographic standards“, on the profession and the personal income from economic activity). As regards business statistics, mention should be made of methodological difficulties arising from the fact that the economic decision-makers (heads, managers) cannot always be inferred from the ownership structures.

#### F. Men, women and ICT

24. In the field of information and communication technology, extensive and also gender-specific data are available in Germany.

#### G. Women in agriculture

25. In agricultural statistics, there are gender statistics only in connection with the survey complex of “labour“. That survey complex plays a role only in the European agricultural structure survey (generally conducted two-yearly) and the large censuses such as the census of agriculture, including the censuses of viticulture, horticulture and of inland fisheries (as a rule, conducted every 10 years). From this data, only a rather unspecific picture can be produced of the living and working conditions of women in agriculture.

26. The reason why no gender-specific information is collected for certain sets of federal statistics is that such information has been requested only seldom or not at all or that such data is already available from other sources (e.g. microcensus, statistics of employees). Such data partly are in the sphere of competence of other authorities (e.g. Federal Criminal Police Office for the very important subject of violence against women).

### III. OUTLOOK

27. The Federal Statistical Office will continue to intensify its work on Gender Statistics. The experience gathered so far by the cross-section department which had been entrusted with Gender Statistics in March 2006 will be evaluated in October 2006. An important issue will be training the staff of this Office in the field of Gender Statistics (gender sensitisation).

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The website of the Federal Statistical Office at [www.destatis.de](http://www.destatis.de) also comprises English-language information on Gender Statistics.

Furthermore, the inter-ministerial webpage on Gender Mainstreaming (<http://www.gender-mainstreaming.net>) and the website of the Federal Ministry of Education and Research (<http://bmf.de/>) contain useful information and links.

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