

'Beijing+30' – Report 2024
Report of the Federal Government of Germany
on the implementation of the Beijing Declaration and
Platform for Action (1995)

August 2024

Section One: Highlights

In the narrative report, please provide a one-to-two-page synthesis highlighting:

- *the core elements of the country-level review process*
- *progress, challenges, and set-backs in the implementation of the Beijing Declaration and Platform for Action (BPfA), based on statistical data, as well as the factors that influenced the success or failure of progress across critical areas*
- *how the Government has considered and addressed the specific needs of women and girls from marginalized groups in line with the principle of leaving no one behind*
- *two or three examples of good practices and lessons learned that may be relevant for other countries, preferably with a focus on measures with a transformative potential, considering the interlinkages and synergies between the BPfA and the 2030 Agenda for Sustainable Development*
- *areas where the country would need support in terms of finance, capacity-building, policy advice, data gathering and analysis, technology, and partnerships, among others.*

Over the past five years (2020-2024), promoting gender equality and overcoming all forms of gender-based discrimination has remained a top political priority in Germany, both for the Federal Government and for the *Länder* (German states). The BPfA and subsequent documents of the United Nations (UN) as well as regulatory frameworks on gender equality continue to serve as crucial guidance in designing and implementing national gender equality policies. Germany can rely on a solid national legal framework which has guaranteed gender equality under German Basic Law (Art. 3) for the past 75 years. However, despite de jure gender equality, Germany, like any other country in the world, has not yet reached full de facto gender equality.

The last five years have been particularly challenging, as the world had to first deal with the consequences of the COVID-19 pandemic between 2020 and 2022, and then faced economic turbulences and growing inflation (especially from 2022) – in part as a result of the crises that unfolded internationally when Russia started its war of aggression against Ukraine. However, as described in more detail in the answer to question 9, the Federal Government navigated these crises through a continuously distinct social and gender-responsive lens.

One of the reasons why Germany successfully dealt with these challenges were the unprecedented relief packages passed by the Federal Government in addition to the expansion of existing public services and monetary support, especially for low-income groups and families and also for struggling companies in the private sector.

Progress in gender equality, and thus also a rise from position number 11 in 2021 to positions in the worldwide top ten rankings (number 6 in 2022, number 7 in 2023) in the annual **Global Gender Gap Report of the World Economic Forum** (WEF) was achieved thanks to Germany's robust social and health protection system and the economic safety nets put in place. All this was combined with the clear political will of the current Federal Government to continue to prioritise gender equality as both a cross-cutting issue and a central pillar for sustainable development, growth and wellbeing for all.

In their **Coalition Agreement of 2021**, the current Federal Government placed high political priority on gender equality policies and – in line with the goals of the BPfA, CEDAW and Agenda 2030, all of which serve as guiding principles – made this 'the decade of gender equality'.

To this end, the Coalition Government agreed to various ground breaking measures in all areas, among them:

- Legal reforms (for example improvements for women's reproductive rights) and the expansion of Germany's gender quota law for supervisory and executive boards.
- New and updated action plans in various policy areas with a focus on combatting gender-based violence (GBV) and improving Germany's support and protection infrastructure for victims of GBV.
- New approaches and strategies aiming to promote diversity in general and additionally to ensure the rights of LGBTIQ+ individuals, for example by adopting Germany's first **Action Plan for the Acceptance and Protection of Sexual and Gender Diversity** (*Aktionsplan Queer Leben*).

A selection of initiatives and measures is provided in detail later in this report.

In general, Germany's gender equality policy focus addresses two overall goals and spheres:

a) The domestic level:

Measures tackling the structural root causes of existing gender inequality, in particular the advancement of national instruments to prevent and combat all forms of GBV, protect victims of GBV, fight sexism and raise awareness on the impact of gender stereotypes.

Measures targeted at the economic empowerment and promotion of women's economic self-sufficiency, for example by promoting pay transparency and equal pay, advancing the overall goal of equal representation of women in leading positions in both the public and the private sector, and the continuous efforts in and expansion of the national care infrastructure framework to enable parents to better reconcile family and working life, overcome the gender-unequal division of unpaid care work and promote measures which help to overcome gender stereotypes.

b) The international level:

Germany has also expanded the scope of its international gender equality activities and raised the ambition level. In 2023, the Federal Foreign Office (AA) adopted a **Feminist Foreign Policy** and the Federal Ministry for Economic Cooperation and Development (BMZ) a **Feminist Development Policy**. By doing so, a paradigm shift took place and gender equality has since become an even more important pillar of Germany's foreign policy and development cooperation.

Finally, Germany is continuously reviewing and monitoring its international gender equality and human rights obligations, and works closely with civil society during monitoring and implementation processes.

Germany submitted its **Ninth CEDAW State Report** in June 2021, which can also serve as a further resource for additional information. The report was presented to the CEDAW Committee in Geneva in May 2023. During the preparation process for drafting the CEDAW report and also for the previous Beijing+25 report, the responsible Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) held consultations with civil society and hosted an all-day gender equality conference with a focus on the progress made in implementing the BPfA and CEDAW in Germany.

Similar formats of dialogue and exchange are planned for the Beijing+30 anniversary and the upcoming review process at regional level (UNECE). Civil society is in general an important

partner in the implementation processes concerning international human rights provisions, such as monitoring implementation of the recommendations of the UN Universal Periodic Review (UPR) and implementation of the various national action plans (NAPs), such as the recent NAP III on Women, Peace and Security.

Additionally, since 2020 the BMFSFJ has been funding the work of the German Committee of UN Women, one of only 13 national civil society Committees of UN Women worldwide. In 2022 and 2023, the BMZ also contributed to UN Women Germany to support their advocacy work and public outreach in view of Germany's Feminist Development Policy. One of the objectives of the work of UN Women Germany is to raise awareness of the BPfA's 12 critical areas of concern and promote their implementation. In this process, the Federal Government and UN Women Germany work as partners. UN Women Germany is accompanying the regional consultation process and is currently planning an international conference to mark the Beijing+30 anniversary and take stock of what has been achieved to reach SDG 5 of Agenda 2030 and implement the BPfA.

Section Two: Priorities, achievements, challenges and setbacks

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

In the narrative report, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to setbacks in each case. Where relevant and possible, please provide data to support your responses (3- 5 pages).

Overall, the past five years were marked by a number of tremendous steps forward with many policy initiatives being successfully put in place. At the same time, Germany also had to deal with some severe challenges and several setbacks surrounding gender equality.

In addition to the ongoing hardships, not only for the Ukrainian population in the midst of war, but also economically and politically for countries supporting the Ukrainian population and their defence against the Russian war of aggression, the most challenging period for gender equality progress was undoubtedly the COVID-19 pandemic in 2020-2022 as a re-traditionalising of gender roles took place – particularly in the horizontal and vertical separation still existing in the German labour market.

This division along with other persistent structural gender inequalities, especially the harmful effects of GBV and the impact of sexism, remain the central barriers to achieving de facto gender equality in Germany. To tackle these inequalities, overcoming barriers by transforming existing gender roles in the labour market and in the family is thus of utmost importance in achieving de facto gender parity and equality in all fields of life by 2030.

The COVID-19 crises and measures taken during lockdown placed an enormous burden not only on Germany's healthcare system, the national economy and the welfare state, but also on the gender equality progress. The pandemic made still-existing gender inequalities more visible and, in some respects, exacerbated those

gaps. One reason for this development is that women were reducing their working hours more frequently than men and increased their share of unpaid care work even more than before the pandemic during the phases of school and daycare closures that took place as part of the national lockdown of public life.

Though (short-term) unemployment was distributed more or less equally between men and women during the pandemic and lockdown periods, women suffered economically more than men. This was because unemployment benefits and relief packages usually take the net income into account and women traditionally still earn less than men and also work in professions in the service and care sectors, where wages are lower compared to typically male professions, such as in the manufacturing industries.

Nonetheless, when looking back, Germany manoeuvred relatively successfully through this challenging time thanks to the unprecedented relief packages, especially for low and middle-income groups and families, and the federal-level support measures for the private sector. For a list of federal-level COVID-related relief packages which successfully helped to prevent economic hardships of the worst kind, see the answer to question 9.

With regard to lessons learned from the policy decisions made during the pandemic, the Federal Government and the German Bundestag are currently discussing ways to design an effective national evaluation process to improve decision-making in the future.

One positive aspect when looked at from a gender-transformative perspective is also worthy of note: In Germany, where physical presence in the workplace was (and still is) the general norm and dominates work ethic, and women still participate in the labour market to a far lesser extent (timewise) than men, the expansion of rules on working from home and of more flexible working arrangements during the pandemic lockdowns in Germany sparked significant changes in people's mindsets of what forms of work are regarded as the norm. Post-pandemic, remote forms and flexibility of work with regard to location and also work times are still commonly accepted and have to an extent become a 'new norm'. This development to allow more flexibility and remote work is an important tool, especially for working parents and caregivers to better reconcile work and family commitments.

Concerning Germany's major achievements in gender equality policy, the following selection of measures, new national strategies, action plans and legal reforms, some of which are described in further detail in subsequent answers, provides an initial overview.

Legal achievements at European level:

- The **Women on Boards Directive**, adopted in late 2022: Germany approved the EU Directive in December 2022, paving the way for its adoption. The Directive sets binding standards to increase the proportion of women on supervisory boards and management boards in Germany and in Europe.
- The **Wage Transparency Directive** was adopted in June 2023. The new Directive includes comprehensive rights to information, reporting obligations for companies and further requirements to strengthen legal enforcement (litigation). The EU Directive must be transposed into national law in Germany by 2026.
- Two **EU directives on standards for equality bodies** were adopted in May 2024. The aim of the two directives is to set binding minimum standards for all equality

bodies in the EU and thus to promote equal treatment and equal opportunities and combat discrimination.

Legal reforms and achievements domestically:

a) New strategies, programmes and action plans in fighting GBV and sexism:

- **Federal Government strategy to prevent and combat violence** against women and domestic violence: The strategy is based on the Istanbul Convention and Germany plans to adopt it before the end of the current legislative period.
- Federal funding programme, **‘Together against violence against women’** (*Gemeinsam gegen Gewalt an Frauen*): The aim is to secure the right to protection from violence for every woman and her children.
- **Violence against women telephone support hotline 116016**: The hotline is available round the clock, 365 days a year, free of charge and in 19 languages, including Ukrainian. It offers victims a way of receiving competent advice safely, anonymously and regardless of disability whenever they need it.
- Alliance **‘Together against Sexism’** (*Gemeinsam gegen Sexismus*): The Alliance was founded by the BMFSFJ in February 2023. It brings together cross-sector stakeholders to identify sexism and sexual harassment and establish effective measures against both. More than 700 institutions, enterprises and organisations have joined the Alliance so far.

b) Strengthening women’s sexual health and reproductive rights:

- **Repeal of the offence of advertising the termination of pregnancy (German Criminal Code)**, thus allowing doctors to inform the general public that they perform abortions and provide details of the method they use.
- **Prevention of so-called sidewalk harassment**: The aim of the amendment to the **Pregnancy Conflict Act** (*SchKG*) is to protect pregnant women from unreasonable harassment so they can exercise their legally-guaranteed right to unbiased pregnancy conflict counselling. The Act was adopted by the German Bundestag in July 2024 and is expected to enter into force in autumn 2024.
- **Commission on Reproductive Self-Determination and Reproductive Medicine**: The Federal Government also convened an independent Commission on Reproductive Self-Determination and Reproductive Medicine, which examined the possibilities of regulating the termination of pregnancy outside the provisions of the Criminal Code as well as possibilities for legalizing egg donation and altruistic surrogacy. The Commission presented its results to the Federal Government on 15 April 2024. Its report is now publicly available for further scientific, social and political debate. The Federal Government is currently conducting a detailed analysis and evaluation of the Commission’s findings.

c) Improving childcare facilities for better reconciliation of family and paid work:

- **All-day childcare expansion investment programme**: The Federal Government provides the *Länder* with almost three billion euros in financial aid by 2027 for investments in the quantitative and/or qualitative expansion of all-day education and childcare services in primary schools. The programme started in May 2023.

- **‘Childcare financing’ investment programme:** Amendment to the Act on Federal Financial Aid for the Expansion of Daycare for Children and to amend the **Childcare Financing Act** to extend the deadlines in the **Fifth Investment Programme Childcare Financing**. The programme entered into force in June 2023.
- **Childcare Quality Act** (*Kindertagesstätten-Qualitätsgesetz*): Promotion of quality in child daycare in 2023 and 2024 with two billion euros each, focusing among other things on language support, staffing ratios and recruiting and securing specialist staff. The contracts provided for under the Act were agreed with all *Länder* and entered into force in January 2023.
- Transitional funding for the federal **‘Language Daycare Centres’** (*Sprach-Kitas*) **programme:** Until 30 June 2023, the Federal Government supported the *Länder* with up to 109 million euros to enable them to take over the programme. All *Länder* have publicly announced that they will continue the language daycare centres on their own account using state funds or funds from the **Childcare Quality Act**.
- **National Action Plan New Opportunities for Children in Germany:** measures for high-quality access for disadvantaged children and young people in the areas of care, education, health, nutrition and housing, adopted by the Federal Cabinet in July 2023.

d) Gender equality in the world of work:

- **Amendment to the Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector** (*FüPoG II*): The amendment and expansion, which includes the introduction of a minimum gender quota for the executive boards of large companies, entered into force in 2021. The *Act* aims to further increase the representation of women in leadership positions in private companies and the public sector.
- **Second evaluation report on the Pay Transparency Act** (*EntgTranspG*): The report on the effectiveness and application of the *EntgTranspG* shows selective improvements, but also shows that further steps need to be taken to close the persistently wide gender pay gap. The report was passed by the Federal Cabinet in August 2023.
- **Act to Strengthen Nursing Studies** (*PSG*): the Act regulates, among other things, the financing of the practical part of initial university nursing training, including practical guidance, as well as the payment of remuneration to nursing students and further standardization and simplification of recognition procedures for foreign nursing professionals to facilitate the immigration of skilled workers. The Act entered into force in December 2023.

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

In the online survey, please choose up to five priorities from the list below:

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls**
- Access to health care, including sexual and reproductive health and reproductive

- rights
- Political participation and representation
- X Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**
- Women's entrepreneurship and women's enterprises
- X Unpaid care and domestic work/work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- X Changing discriminatory social norms and gender stereotypes**
- X Other (Realignment of the national gender equality machinery and federal strategies)**
- None of the above

In the narrative report, please explain why your country considers these priorities and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).

The current Federal Government places high political priority on gender equality policies. With regard to priority areas of action, the Federal Government is continuously pursuing a holistic approach which aims to make progress in eliminating both the structural root causes of still-existing gender inequalities as well as accelerating concrete progress for women and girls from a life course perspective and in line with the BPfA, Agenda 2030 and CEDAW.

At national level, Germany has made great progress and introduced numerous new measures in the following policy areas:

Eliminating violence against women and girls

A life free from violence, sexual harassment and sexism and free from any form of discrimination based on hierarchal, misogynist perceptions of gender roles and gender stereotypes are at the core of guaranteeing women and girls, in all their diversity, their universal human rights. GBV in all its forms is one of the primary structural root causes of persisting gender inequality which perpetuates traditional patriarchal power hierarchies between men and women and deprives all its victims (still predominantly girls and women) from fully enjoying their human rights and preventing them from living up to their full potential and enjoying equal opportunities throughout the course of their lives.

As GBV, especially domestic violence and all forms of sexual violence, still exists in all areas of life and statistical data does not show any decline in incidents despite the robust national and international legal frameworks in place to combat GBV, the ongoing fight against GBV and sexual and gender-based violence (SGBV) as well as against human trafficking presents one of the top gender equality policy areas for further action on the agenda for Germany, both domestically and globally.

At global level, Germany passed the **Third National Action Plan on Women, Peace and Security** (WPS) in 2021 (see the answer to question 27), thus implementing UN Resolution 1325 and follow-up resolutions. Combating GBV and expanding the help infrastructures available worldwide is also a priority of Germany's Feminist Development Policy and Feminist Foreign Policy which were presented in March 2023.

Additionally, the International Labour Organization (ILO) **Violence and Harassment Convention** concerning the elimination of violence and harassment in the world of work entered into force in Germany on 14 June 2024 (see the answer to question 6).

Domestically, Germany has passed a number of policies, programmes and new initiatives before and after ratifying the **Istanbul Convention of the Council of Europe** in 2018. To name but a few milestones: A number of criminal law measures were taken by Germany, most notably the introduction of a consent-based definition of rape and sexual violence. In addition, the explicit criminalization of various forms of technology-based abuse, such as cyberstalking, unauthorized recording of images of private body parts, sharing of images on the Internet and use of stalker software, has also contributed to a solid legal framework covering the digital dimension of violence against women in recent years.

In implementing the Istanbul Convention, the Federal Government also launched an action programme in 2018 to prevent and support women affected by violence and their children and to improve support structures. Important components of the action programme included the round table of the Federal Government, *Länder* and local authorities as well as the nationwide funding programme '**Together against violence against women**'. In addition, the independent body responsible for monitoring GBV began its work in 2022.

Considerable efforts have been made to prevent and combat GBV through various measures. However, the number of cases registered by the police continues to rise. The **Intimate Partner Violence Crime Statistics Analysis** shows that the number of reported cases of violence has again risen significantly. In 2023, a total of 256,276 victims of domestic violence were recorded. This is 6.5 percent more than in the previous year and an increase of around 20 percent in the last five years.

The Federal Government is extremely concerned about this development, which underlines the urgency of strengthening preventive measures. The Federal Government has already launched a series of measures to prevent violence against women and especially domestic violence (see answers to questions 15 – 19). Prevention is also a key focus of the Federal Government's strategy to prevent and combat violence against women and domestic violence, which is currently being developed (for further details, see the answer to question 16).

Right to work and rights at work: Promoting economic empowerment and women's economic self-sufficiency

The economic equality of women and men is a declared goal of the German Constitution (Basic Law) and of the Federal Government. The economic differences between men and women in all their diversity are still grave and have far-reaching consequences. On average, women have lower incomes and fewer assets and are also at greater risk of poverty. Many women lack economic self-sufficiency for long periods of their lives and, as a result, lack the opportunities to seize their chances in life. The central aim of the Federal Government's gender equality policy is therefore to promote women's economic self-sufficiency. It is the basis for a self-determined life and potentially protects against dependencies and partner violence. It is therefore crucial to enable women in all their diversity to participate fully, equally and meaningfully in the labour market. A prerequisite for achieving this is to promote the gender equal distribution of care work in partnerships. The Federal Government's policy therefore aims at creating better conditions for substantial and adequate employment for women in all their diversity (see also the answers to questions 6, 7 and 9).

Unpaid care and domestic work/work-family reconciliation

Equal participation of women and men in all their diversity in social, economic and political life is a central challenge in achieving gender equality. This is only possible if unpaid care work such as childcare, nursing, housework and voluntary work is shared equally by women and men. However, on average women spend 44.3 percent more time per day on unpaid care work than men, as current data from the **German Time Use Survey 2022** shows. The survey also shows that women in Germany work more than men when paid and unpaid work are considered together. They spend significantly more time on unpaid care work – time they lack for paid work.

For women, this results in economic disadvantages in terms of their pay, their career opportunities, their economic self-sufficiency and their pension provision. Conversely, if unpaid care work is distributed more fairly between women and men, women – just like men – are better able to stand on their own feet economically, even when life circumstances change during separation and divorce or following the death of a partner. The Federal Government has taken various measures to support women and men and partners of all genders in sharing unpaid care work gender-equally. For details, see the answer to question 7.

Changing discriminatory social norms and gender stereotypes

Equal participation in all areas of society is desirable in order to achieve gender equality. This entails breaking down gender stereotypes and providing structural incentives to promote diversity and create equal opportunities regardless of gender, social class or migration or educational background. To promote equitable distribution of any kind of work, it is necessary to broaden traditional notions of gender and combat gender stereotypes, both in the labour market and beyond. Gender stereotypes prevail and ensure that certain professions are almost exclusively practised by members of one gender. The Federal Government has taken measures to overcome discriminatory social norms and gender stereotypes, including the **Cliché Free Initiative** (*Initiative Klischeefrei*) and the **'Girls' Day'** and **'Boys' Day'** career orientation events. For further details, see the answers to questions 5 and 13.

Strengthening Germany's national gender equality policy machinery and institutions

The Federal Government adopted its first **cross-sectoral, interdepartmental Gender Equality Strategy** in 2020. It was based on the awareness that de facto gender equality between women and men has not yet been achieved. This initial national strategy made explicit reference to EU and international gender equality frameworks and agreements, such as the UN's 2030 Agenda, the BPfA and CEDAW. The strategy built on insights gained from the Federal Government's **Second Gender Equality Report**. The interlinkage between the periodic reports and the Strategy underpins the Federal Government's coherent and holistic gender equality policy approach. In accordance with the Coalition Agreement, the National Gender Equality Strategy is also currently being further developed and will be dedicated to the Federal Government's thematic priority of strengthening the framework which promotes women's economic self-sufficiency.

For further information, see <https://www.gleichstellungsstrategie.de/rgs-en> and the answer to question 33.

During the current legislative period 2021-2025, a newly appointed independent expert commission is working on preparing their recommendations for the **Fourth National Gender Equality Report**, which is planned to be presented in 2025. The key question will be: How should the ongoing social and ecological transformation of the economy, of

our environment and of our societies be shaped in a gender-equitable way in order to be sustainably successful? The fourth report will thus address solutions surrounding what needs to be done from a gender perspective to successfully achieve sustainable progress in line with the Agenda 2030 goals.

Another milestone in advancing the national machinery was the founding of a **Federal Foundation for Gender Equality** in 2021, which contributes significantly to boosting gender equality policy at the structural level. The objective of the Federal Foundation is to accelerate gender equality policy at all levels across Germany by providing information, supporting practitioners and civil society, promoting networking among stakeholders in a 'House of Gender Equality' and backing the development of innovative ideas and strategies. In accordance with the Coalition Agreement, the **National Gender Equality Strategy** is also currently being further developed and will be dedicated to the Federal Government's thematic priority of strengthening the framework which promotes women's economic self-sufficiency.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

In the online survey, select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:

- Women and girls living in remote and rural areas
- Indigenous women and girls
- Women and girls marginalized on account of race, ethnicity and/or caste
- Religious minority women and girls
- Women and girls with disabilities**
- Women and girls living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics**
- Younger women
- Older women**
- Migrant women and girls**
- Refugee and internally displaced women and girls**
- Women and girls in humanitarian settings
- Other, please specify:
- None of the above

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Women and girls, especially those from marginalized social groups, can often be disadvantaged. The Federal Government and the *Länder* therefore promote a variety of low-threshold measures for integration into both the labour market and society, among others for women and girls with a migration background, older women and women and girls with disabilities.

Migrant women and girls

Women with a migration background and refugee women in Germany face particular challenges when it comes to taking advantage of equal opportunities to participate in

society and the labour market. Modern equality policy that aims to ensure fair opportunities for women and men in all their diversity in their lives must also take into account the living situation of women with a migration background and/or refugee experience. In order to improve the social participation of the women in all their diversity affected and to counteract disadvantages, their self-help organizations are being supported and appropriately promoted.

Thus, the Federal Government has been supporting *DaMigra*, the cross-origin umbrella organization of migrant self-help organizations in Germany. *DaMigra* carried out three projects, also funded by the Federal Government:

- **#self-determined – women with a migration and refugee history between multiple discrimination and the right to self-determination**, October 2019 to September 2020.
- **‘There for each other!’** (July to December 2022) provided multilingual information material for refugees and participating institutions and created meeting spaces for women from war and crisis regions.
- The goal of the project **‘#together! Solidarity against sexism and racism’**, October 2022 to December 2025, is to work against sexist and racist structures in order to improve the social participation of women with a migration and refugee history and to empower them.

The federal programme **‘Strong in the Workplace’** (*Stark im Beruf*), funded by the **European Social Fund** (ESF), supported mothers with migrant backgrounds to help them integrate into professional life. Building on this success, the Federal Government has introduced a new initiative for the 2021-2027 ESF funding period. The ESF Plus co-funded programme **‘MY TURN’** was specifically designed to empower women migrants who have limited (formal) qualifications/training by facilitating their participation in skill development programmes and training measures, thereby enhancing their access to sustainable employment opportunities.

Older women

The Federal Government aims to provide all older people with the opportunities offered by digitalization and education. It promotes the active participation of older people in social life through various measures, enabling them to lead a self-determined life in an increasingly digitalized society:

- **‘Digital Pact for Older People’** (*DigitalPakt Alter*), January 2023 to December 2025: The project aims to point out the opportunities created by digitalization and enables access to digital technologies. So far, around 36,000 people have been able to benefit from this project.
- **‘Digital Angel PLUS’** (*Digitaler Engel PLUS*), August 2022 to December 2025: The project features mobile teams of advisers who tour Germany and support older people especially in rural regions. Additionally, in residential institutions, voluntary social workers are helping residents to comprehend and access the online world. So far around 10,000 people have been able to benefit from this project.
- **‘Ageing well with AI’** (*KI für ein gutes Altern*), January 2023 to December 2025: The project communicates knowledge about artificial intelligence (AI) to older people and senior citizen organizations.

People with diverse sexual orientations, gender identities or expressions, or sex characteristics

The everyday life of lesbian, gay, bisexual, trans* and intersex as well as queer people (LGBTIQ+) is still not free from prejudice, exclusion, discrimination and violence. To promote the acceptance of LGBTIQ+ people in all areas of society and to work towards reducing discrimination against people in the LGBTIQ+ community, numerous legislative measures, projects and political actions have been carried out.

In May 2020, the German Parliament (*Bundestag*) banned interventions that seek to change a person's sexual orientation or gender identity (so-called conversion therapies) for minors and adults where the latter undergo conversion therapy due to, among other things, violence, fraud or coercion. In order to ensure the self-determination of intersex children, medical treatments aimed purely at aligning the body with the male or female norm have also been prohibited since 2021.

In 2021, the Federal Government adopted the concept for the inclusion of lesbian, gay, bisexual, transgender and intersex persons in foreign policy and development cooperation.

The German Federal Government additionally appointed its first-ever **Commissioner for the Acceptance of Sexual and Gender Diversity** (Commissioner for LGBTIQ+ Equality) in January 2022. Its first-ever **LGBTIQ+ Action Plan for the Acceptance and Protection of Sexual and Gender Diversity** was adopted in November 2022.

Since October 2023, hate crimes based on gender or sexual orientation can be punished more severely under the German Criminal Code (*Strafgesetzbuch*, StGB – section 46 (2) second sentence).

In April 2024, the German Bundestag passed the **law on self-determination** with regard to gender registration, which is intended to make it easier for transgender, intersex and non-binary people to have their gender registration and their first name changed.

Women and girls with disabilities

It is the aim of the Federal Government to prevent and curb multidimensional discrimination against women with disabilities, in accordance with the implementation of the **UN Convention on the Rights of Persons with Disabilities** (UN CRPD). The programme '**Political Representation of the Interests of Disabled Women - strengthening equality, equal rights and protection against violence through participation and networking**' (March 2021 – February 2024) aims to continuously represent the interests of women with disabilities in public institutions, committees and at specialist conferences at national and international level. In March 2024, a follow-up project was launched with a focus on intersectionality, sexism, ableism and protection against violence.

People in institutions for the disabled are at a persistently high risk of experiencing violence in both outpatient and inpatient settings. This is the result of a study conducted by the ifes (*Institut für empirische Soziologie*, ifeS) on behalf of the BMFSFJ and the Federal Ministry of Labour and Social Affairs (BMAS). Since the introduction of the **Accessibility Strengthening Act** (June 2021), all service providers have been required to provide suitable protection against violence, especially for women and children with disabilities. However, the results of the study show that the existing measures have to be improved. At the invitation of the BMAS, a specialist event was held on July 11 to discuss the study's recommendations for action and agree key measures. The final reports contain the results of the quantitative and qualitative surveys as well as

recommendations for action and examples of good practice for improved protection against violence. See <https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/frauen-vor-gewalt-schuetzen/frauen-mit-behinderungen-schuetzen/studie-zu-gewalterfahrungen-von-menschen-mit-behinderungen-241950>

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

In the online survey, please select the crises that have affected the implementation of the BPfA in your country over the past five years:

X COVID-19 and other pandemics

- Food and fuel crisis
- Debt crisis
- Armed conflict
- Climate crisis

X Care crisis

X Backlash on gender equality

X Other crises, please specify: rise of anti-feminist and right-wing populism in Germany and world-wide

- None of the above

In the narrative report, please give concrete examples of the effects of different crises on specific critical areas of concern and of measures your country has taken to prevent a reversal of progress and respond in a gender-responsive manner. (1 page max.)

As described above, the COVID-19 pandemic (2020-2022) and the economic and energy supply turbulences between 2022-2024, which triggered both inflation and a rise in costs, especially for heating, presented the biggest challenges in achieving faster progress in gender equality as low and middle-income women and families were hit especially hard. Women's equal opportunities, especially in the labour market, were also hindered and slowed down because of the disproportionate burden of unpaid care work, which increased even further for mothers and caregivers during the lockdowns during the COVID-19 pandemic. For details of the measures taken to cushion these negative effects, see the answer to question 9.

Another effect threatening gender equality progress in Germany, just like in other parts of the world, is the growing anti-feminist and anti-democratic right-wing populism, which propagates patriarchy and re-traditionalizing of gender roles. Even the essential term 'gender equality' has been negatively framed by ultra-conservative populists aiming to hinder progress and combat the much-needed efforts to overcome harmful and discriminatory prescribed and binary gender roles, which limit women in all their diversity to live up to their equal and full potential and enjoy the same human rights and equal opportunities, especially in the world of work.

The COVID-19 pandemic also had an impact on the extent of GBV in Germany. This was taken up by a wide range of federal, *Länder* and local authority measures. One example of how the *Länder* dealt with the problem involves the financial assistance provided by the state of Hesse for women's and children's support services during the pandemic. The *state of Hesse* Ministry of Labour, Integration, Youth and Social Affairs allocated three million euros

in financial aid to support women's shelters, counselling and advocacy as well as children's counselling services during the global COVID-19 pandemic. Hesse provided significant financial support to ensure their continued operation and to address the increased demand for safe spaces. This ultimately proved crucial in helping these services manage the increased pressures brought about by the pandemic (such as a significant increase in cases of domestic violence and child abuse), in meeting the required health and safety protocols, and not least in creating new means of access to safety, such as online counselling. This funding was part of a broader package of state measures aimed at maintaining and strengthening social services during the pandemic.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

In the online survey, you are asked to choose up to five priorities from the list below:

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls**
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)**
- Women's entrepreneurship and women's enterprises**
- Unpaid care and domestic work/work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Promoting gender equality as part of environmental sustainability, climate change adaptation and mitigation strategies
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- Changing discriminatory social norms and gender stereotypes**
- Other, please specify
- None of the above

In the narrative report, please provide brief reflections on how you plan to address these priorities. In doing so, countries are encouraged to reflect on how their future actions will build on lessons learned from past successes and setbacks (3 - 5 pages).

The following section refers to some of the measures among the five priorities identified in the online survey. Particular focus is placed on how these measures will work in the coming years.

Eliminating violence against women and girls

In implementation of the current Coalition Agreement, Germany wants to fully implement the **Istanbul Convention** and promote the protection of women and their children even further

nationwide, particularly with regard to gender-specific and domestic violence and the provision of counselling in cases of violence. To achieve this, it is not enough to launch individual measures. Therefore, the Federal Government continues to work on a package of coordinated measures which, in addition to laws, also includes support programmes, scientific studies and the Federal Government strategy to combat gender-specific and domestic violence. An important feature involves the participation of the *Länder*, local authorities and civil society. Federal legislation on the right to protection and counselling in cases of domestic violence and GBV is intended to ensure that people affected by violence, especially women and their children, can access help facilities at any time and without complications – nationwide and according to their individual protection and counselling needs, regardless of which municipalities or *Länder* they come from. The legislative project is currently in the preparation and coordination process.

In November 2022, a National Rapporteur Mechanism on gender-based violence and an independent **National Rapporteur Mechanism on trafficking in human beings** were implemented at the **German Institute for Human Rights (GIHR)**. The BMFSFJ will provide funding for the monitoring mechanisms for a period of four years. The Federal Government aims to legally anchor both mechanisms within this legislative period.

The Federal Government is currently developing the **National Action Plan to Combat Human Trafficking**. The NAP is intended to address all forms of human trafficking and to optimize the structured planning and efficient bundling of the Federal Government's measures for the prevention and combating of human trafficking, and for victim protection. In this context, the gender dimension of human trafficking and the particular vulnerability of women and children is to be fully addressed in the NAP. The NAP is being developed in close consultation with the *Länder* and civil society, and the Federal Government plans to adopt it within this current legislative period.

Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)

The **Pay Transparency Directive of the European Union (EU)** came into effect on 6 June 2023. It must be implemented in national legislation within the next three years, i.e. by 7 June 2026 at the latest. The Directive includes reporting and disclosure obligations for employers as well as strong judicial enforcement measures for employees affected by pay discrimination. These requirements go beyond Germany's **Transparency in Wage Structures Act** (*Entgelttransparenzgesetz*, EntgTranspG) which is currently in place. The Federal Government will implement the Directive and thus further develop the Act. In addition, the results and recommendations from the 2023 evaluation of the Act will be incorporated into the Directive's implementation.

Women's entrepreneurship and women's enterprises

The Joint Action Plan '**More female entrepreneurs for our SMEs**' (*Mehr Unternehmerinnen für den Mittelstand*) was published by the Federal Ministry for Economic Affairs and Climate Action (BMWK) in May 2023. The plan is based on a holistic approach and includes a large number of stakeholders. Among the participants are six federal ministries as well as 35 other associations, networks and financial and scientific institutions who are working jointly or individually on concrete actions that may contribute to the achievement of the Plan's objectives. The main objectives of the Action Plan are: more start-up funding and venture capital for women, more start-ups by and with women (e.g. by promoting measures to reconcile work and family life), making self-employed women and their achievements more visible, and new career prospects for girls and female entrepreneurs, especially in STEM and skilled craft occupations. The Joint Action Plan is open for new participants and actions.

Unpaid care and domestic work/work-family reconciliation

Under the **Childcare Quality Act**, from 2023 to 2024 the Federal Government is providing the *Länder* with some four billion euros in funding to further develop the quality of and improve access to children's daycare. By continuing and further developing the **Act on Good Early Childhood Education and Care**, the Federal Government will continue to support the *Länder* in 2025 and 2026 in measures to improve the quality of child daycare. For this, the Federal Government will provide around four billion euros during this period.

The **Act on Providing All-Day Care and Education for Primary School Children** (*Ganztagsförderungsgesetz*) has been gradually coming into force since 12 October 2021. The legal entitlement to all-day care for all children of primary school age will be introduced in stages from 1 August 2026 (school year 2026/27). The Federal Government is supporting the necessary expansion of all-day education with financial assistance in an amount of 3.5 billion euros for investments in the municipal education infrastructure up to 2027. So far, the Federal Government has provided funding amounting to approximately 550 million euros.

Changing discriminatory social norms and gender stereotypes

The alliance '**Together against Sexism**' (*Gemeinsam gegen Sexismus*), founded by the BMFSFJ in February 2023, brings together cross-sector stakeholders to identify sexism and sexual harassment and establish effective measures against both. The project focuses on areas most affected by sexism, namely the workplace, public spaces and the media. The alliance members are committed to combating sexism in the workplace through the use of internal guidelines on dealing with sexual harassment. More than 700 alliance members from business, government and civil society are already actively involved. See <https://www.gemeinsam-gegen-sexismus.de/>

Section Three: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

In the online survey, please select specific actions from the list below:

- Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation**
 - Introduced/strengthened gender-responsive job creation and active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace**
 - Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women**
 - Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
 - Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)**
- Other, please specify: With its development cooperation, Germany engages in international processes and initiatives to advance gender equality in the world of work.**
 - None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. Where

appropriate, please also report on your engagement or intention to engage in the Global Accelerator on Jobs and Social Protection. (2 pages max.)

Promoting gender equality in the world of work for women in all their diversity is one of the top priorities of Germany's gender equality policy agenda.

In Germany, the unadjusted gender pay gap has remained at 18 percent since 2020 and was even higher before. The Federal Government has taken a number of legislative and non-legislative measures to reduce the gender pay gap and strengthen the principle of equal pay between women and men. The **Transparency in Wage Structures Act** (EntgTranspG, 2017) is designed to help employees, especially women, to exercise their right to equal pay for equal work or work of equal value. In accordance with the Coalition Agreement 2021-2025, the Federal Government is working to further develop the Act. The **second evaluation of the effectiveness of the Act** provides an important basis for this work. In August 2023, the Federal Government presented the evaluation report with recommendations for amending and further developing the law. The second evaluation revealed that the Act and its instruments are still not sufficiently well-known among the German work force. Employees are still rather reluctant to use their individual right to information and only a few companies voluntarily review their pay structures and publish reports on equality and equal pay. The efforts to further develop the German law on equal pay received further impetus from the EU Pay Transparency Directive, which entered into force in June 2023. Since then, the Federal Government has been preparing its transposition into German law, which must be completed by June 2026.

Germany has also taken various legal measures to increase the share of women in leadership positions, both in the private and the public sector, including in federal ministries and commissions. Following the first **Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector** (*FüPoG*, 2015) and its evaluation in 2019, the Act to Supplement and Amend the Regulations on the Equal Participation of Women in Leadership Positions in the Private and the Public Sector (*FüPoG II*) entered into force on 12 August 2021. The *FüPoG II* aims to further increase the representation of women in leadership positions in private companies and the public sector. It includes a minimum participation requirement for members of management boards. If the management board of a large corporation (listed and with parity codetermination) consists of four or more persons, at least one woman is to be appointed in future appointments. The sanctions for non-compliance with reporting obligations on targets were also developed further.

The two acts impose regular monitoring. The figures are published in annual reports. The share of women in board positions continues to increase. In 2021, the share of women on the supervisory boards of listed companies that are subject to parity co-determination of shareholders and employees increased to 35.7 percent, compared to 25 percent in 2015. The share of women on executive boards of such companies is also rising (11.5 percent in 2023, compared with 6.1 percent in 2015).

The Federal Government has set the goal of setting a good example as an employer and achieving equal participation of women and men in leadership positions in the federal administration by the end of 2025. The proportion of women in leadership positions in the federal administration has risen substantially and currently lies at 45 percent. The goal of filling leadership positions equally by the end of 2025 is enshrined in German law and in the National Sustainable Development Strategy to implement the Sustainable Development Goals of the Agenda 2030 (SDG 5.5).

The Federal Government has also introduced a programme (*Plan FüPo2025*) that brings

together a range of instruments to increase the share of women in leadership positions in the federal public service, including the expansion of part-time leadership positions. Only 11 percent of employees in leadership positions work part-time, 75 percent of whom are women. The Federal Government is committed to enabling more part-time leadership and shared leadership in the public service. As part of that commitment, the programme 'Part-time Leadership in Public Service' was implemented in March 2023. The aim was to publish practical guidelines for the public sector, with a set of best practice examples. The guidelines were published in June 2024.

In the **Act on the Participation of the Federation in Appointments to Bodies** (*Bundesgremienbesetzungsgesetz*, BGremBG) a quota was set even for those bodies to which the Federal Government may only appoint two seats. The share of women in bodies of the Federal Government has almost reached parity since the Act was introduced. A fitting example of that improvement is the German Council of Economic Experts. In 2024, the Council consists of five members (three women, two men).

With the measures mentioned, Germany has already established an efficient system. It can therefore suspend the provisions of the EU Directive on improving the gender balance among directors of listed companies and related measures which came into effect in December 2022 and need not be transposed. For further information see www.bmfsfj.de/frauen-in-fuehrungspositionen (available in German only).

The Federal Government's ESF Plus programme '**MY TURN – Women with migration experience get off to a flying start**' aims to ensure a life situation-oriented approach, advice and continuous, trust-based and individual support specifically for low-skilled women with migration experience and a greater need for support. Continuous support for participants during participation in a training and qualification measure and after taking up employment or training is intended to prevent drop-outs. The programme was introduced between September 2022 and January 2023 with the aim of reaching up to 30,000 participants by the end of 2025.

One example of *Länder*-level support for women entrepreneurship is the programme '**Advancement in Companies – Mentoring for Women in Business in Mecklenburg-Western Pomerania**'. For some ten years or more, the State of Mecklenburg-Western Pomerania has been promoting a mentoring programme through the European Social Fund that assists women in rising to leadership positions. The programme consists of several pillars. The first is the mentoring itself, where a mentor shares their experience and knowledge with a mentee over an extended period. The second pillar involves workshops that prepare the mentees for their roles in leadership positions. The third pillar offers opportunities for mentors to exchange ideas on topics such as modern leadership and corporate culture. The final pillar includes networking among mentees, mentors, and alumnae (former mentees). To date, over 500 women have successfully completed the programme. See <https://www.aufstieg-in-unternehmen.de/> (available in German only).

Target management in the provision of basic security for job seekers has also been changed to gender-specific target management.

With regard to international law, Germany ratified **ILO Convention C190 on violence and harassment in the world of work** in June 2023. The Federal Government conducted a very thorough analysis of the Convention's requirements and the national legal framework. Germany was able to ratify the Convention without amending any national law. However, the Convention does ignite a shift in legal understanding and social awareness, and what can be done in the area of employment and health as well as anti-discrimination. Germany has many civil society groups as well as the social partners and equality bodies that are interested in the practical implementation of the Convention. It entered into force in June 2024.

7. **In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?**

In the online survey, please select specific actions from the list below:

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)**
- Expanded childcare services or made existing services more affordable**
- Expanded support for older persons, persons with disabilities and others needing intense forms of care**
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave**
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women**
- Promoted decent work for paid care workers, including migrant workers**
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work**
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Specific examples of how the increase in unpaid care and domestic work during COVID-19 pandemic was addressed are encouraged. Where appropriate, please also report on your engagement or intention to engage in the Global Alliance for Care (GAC). Where relevant and possible, please provide data to support your responses. (2 pages max.)

For Germany, the promotion of a more gender-equal sharing of unpaid care work and the eradication of still existing gendered segregations within the labour market and choice of professions are central pillars of advancing gender equality and achieving SDG 5 and a number of BPfA goals. To this end, the Federal Government and also the *Länder*, which are primarily responsible for Germany's childcare and education infrastructures, support investments and programmes to improve the overall political framework which allows parents and caregivers to better distribute unpaid care work in a gender equal way and thus to support especially women and men in sharing unpaid family work fairly.

Parental allowance

Family benefits such as parental allowance set the course early on for equal division of unpaid care work. On average, the German Federal Government invested an annual 7.4 billion euros in parental allowance in the period 2020-2023, with expenditure tending to increase. The current regulation facilitates that both parents can share parental leave equally between them.

Quantitative expansion of child daycare

Available and high-quality child daycare helps parents to share care responsibilities equally, enabling mothers in particular to take up gainful employment. In the period 2020 to 2021, the Federal Government provided one billion euros for the quantitative expansion of child daycare. The programme is 50 percent co-financed by the EU Recovery and Resilience Facility Fund. This enabled the creation of 90,000 daycare places for children up to school age.

Act on Good Early Childhood Education and Care

Since 2019, the Federal Government has been providing additional funds to support the *Länder* in further developing the quality of early childhood education, care and participation in childcare. From 2019 to 2022, the Federal Government provided some 5.5 billion euros (Act on Good Early Childhood Education and Care). Under the Childcare Quality Act, from 2023 to 2024 the Federal Government is providing the *Länder* with some four billion euros in funding to further develop the quality of and improve access to children's daycare.

Act on Providing All-Day Care and Education for Primary School Children

The **Act on Providing All-Day Care and Education for Primary School Children** (*Ganztagsförderungsgesetz/All-day Childcare Act*) has been gradually coming into force since 12 October 2021. The legal entitlement to all-day care for all children of primary school age will be introduced in stages from 1 August 2026 (school year 2026/27). The Federal Government is supporting the necessary expansion of all-day education with financial assistance of 3.5 billion euros for investments in the municipal education infrastructure up to 2027. In May 2023, the second investment programme for the expansion of all-day care places started with a Federal-*Länder* administrative agreement. The Federal Government contributes a maximum of 70 percent of the funding, while the *Länder* and municipalities contribute at least 30 percent (collective commitment). Furthermore, the Federal Government will support the *Länder* by gradually increasing funding starting in 2026 and will provide permanent funding of 1.3 billion euros annually for operating costs from 2030. Also, recommendations on the pedagogical quality of all-day offers were adopted by the *Länder* in October 2023. The Federal Cabinet adopted the first report on the expansion in December 2023 (annual reporting).

Acute support for family caregivers during the COVID-19 pandemic

Women provide the majority of care for relatives. Under the **Caregiver Leave Act** and the **Family Caregiver Leave Act**, employees can take full or partial leave of up to six months (caregiver leave) or partial leave of up to 24 months (family caregiver leave) with a minimum working week of 15 hours if they are caring for close relatives in need of care at home.

During the COVID-19 pandemic, the German Federal Government provided acute support for family caregivers. Employees with care responsibilities were given the opportunity to make more flexible use of family caregiver leave and caregiver leave with their employer's consent. These regulations made it easier to reconcile care and work. Both acts expired on 30 April 2023.

Employees have the right to be absent from work for up to ten working days if this is necessary in order to organize appropriate care for a relative in need of care in an acute care situation or to ensure nursing care during that time. The option to take up to 10 working days off work per acute case was extended to 20 working days.

As compensation for loss of income for the duration of this kind of ‘short-term absence from work’, employees can claim a so-called care support allowance for up to 10 days for each person in need of care. During the pandemic, the care support allowance was paid for up to 20 working days and was also granted in the event of a bottleneck in care provision, which relatives were only able to overcome themselves during the COVID-19 pandemic. Until the end of 2023, the care support allowance could be claimed once per person in need of care, while since the beginning of 2024 it can be claimed once per person in need of care and per calendar year.

Awareness-raising regarding the benefits of gender-equal sharing of unpaid care work

The Federal Government has been funding the ‘Sharing care work fairly’ Alliance (*Sorgearbeit fair teilen*) since 2020. The multistakeholder alliance consists of 31 organizations ranging from churches, trade unions, women’s, men’s, family and social associations as well as self-help initiatives and foundations that are committed to gender-equitable distribution of paid work and care work and to the closing the gender care gap. In the current funding phase, which began on 1 March 2024, there is a new thematic focus on raising awareness for the importance of economic gender equality and economic self-sufficiency.

The most recent periodic National Time Use Survey was conducted by the Federal Statistical Office (FSO) in 2022. The results were published in early 2024. Based on this latest time-use data for Germany and other research findings, policymakers now have a valid basis for translating it into real-world policy with an impact on gender equality. For example, with a view to gender equality issues, Germany’s gender care gap is surveyed with statistical accuracy. According to the 2022 Time Use Survey, women spend an average of just under 30 hours per week on unpaid work, men just under 21 hours. Almost half of women’s unpaid work consists of traditional housework such as cooking, cleaning and laundry. One in four working mothers feels their available time for paid work is too limited; in comparison one in four fathers feels they spend too much time at work. The current gender care gap is 44.3 percent and has fallen from 52.4 (in 2012/13; last time use survey). This indicator shows the difference in the amount of time that women and men aged 18 and over spend on unpaid work on average.

Unpaid work comprises care work in household management, childcare and caring for relatives, as well as voluntary and honorary work and supporting people outside the household. The next comprehensive National Time Use Survey will be conducted in 2032.

Additionally, Germany also has been actively engaged in promoting more gender equality in the sphere of unpaid care work at international level. As a co-lead in the **Generation Equality Forum’s Action Coalition on Economic Justice and Rights**, Germany has been setting priorities in the area of care work, among others. In 2022, a blueprint on transforming the care economy was published – with actions towards women’s empowerment and concrete stakeholder commitments.

In 2021, Germany – represented by the BMZ and the BMFSFJ – joined the **Global Alliance for Care** (GAC). In 2024, the BMZ joined the GAC co-creation process leading to the GAC’s strategic priorities for the period 2025 to 2030.

During its G7 presidency, Germany positioned the unequal distribution of paid and unpaid care work as a priority gender issue in the G7 development track. The G7 pledged USD 79 million to the **World Bank ‘Invest in Childcare’ Initiative**. The Initiative drives investments in quality affordable childcare worldwide. This included a German contribution of 20 million euros. Within the scope of the German G7 presidency, BMZ,

jointly with UN Women and the ILO, hosted a G7 conference on care to kick off both the G7 process and international agenda-setting on the issue of care work.

In the following G7 and G20 processes, Germany pushed for joint commitments and progressive language on care work. The topic has been discussed every year since its introduction under the German presidency, which has resulted in a number of joint measures on paid and unpaid care work.

The BMZ contributes up to 2.9 million euros towards the UN Women Programme ‘**Transformative Approaches to Recognize, Reduce, and Redistribute Unpaid Care Work in Women’s Economic Empowerment**’ (2023-2025). In Germany’s bilateral cooperation activities, the BMZ promotes the recognition, reduction and redistribution of unpaid care work as well as the representation of and decent working conditions (reward) for paid care workers.

8. In the past five years, what actions has your country taken to reduce the gender digital divide?

In the online survey, please select specific actions from the list below:

X Mainstreamed gender perspectives in national digital policies

- Introduced or strengthened programmes to provide universal meaningful connectivity for women and girls, especially for underserved areas

X Taken measures to remove the discriminatory barriers faced by women and girls to access, use and design digital tools (e.g. costs of devices and data, lack of skills, safety, restrictive social norms)

- Taken measures to support the creation and expansion of safe, affordable, accessible, relevant and inclusive public and private digital tools and services

X Introduced or strengthened programmes to increase the digital literacy and skills of women and girls

- Taken measures to promote gender-responsive STEM education
- Taken measures to create conditions for gender-responsive digital learning environments
- Applied gender-responsive and human rights-based standards for data collection, use, sharing, archiving and deletion

X Other, please specify: Support partner countries of German development cooperation with measures to reduce the gender digital divide

- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Over the past five years, the Federal Government has taken various measures to reduce the digital gender divide. To this end, target groups are being addressed in various fields of action:

- Gender-equitable career and study orientation – attracting more women to careers in the digital sectors
- Education – getting girls and women interested in STEM subjects, especially information technology
- Strengthening the digital skills of girls and women, including older women

- Making the digital space safe and non-violent for women

In addition, the independent expert commission responsible for the Third Gender Equality Report of the German Federal Government made 101 recommendations for action for gender-equitable digitalization, which can also help to reduce the gap.

Examples for concrete measures include:

‘YouCodeGirls’

With the nationwide ‘**YouCodeGirls**’ initiative, the Federal Government is promoting the participation of girls and young women in digitalization. An interactive online teaching/learning platform aims to inspire and empower girls for programming activities. The platform has been active since July 2022. Since then, over 26,000 interested parties (as of March 2024) have accessed it (www.youcodegirls.de). Since 2024, the BMFSFJ has been funding learning modules for the ‘YouCodeGirls’ learning platform with gender-equitable didactics and career-orientated content, a ‘YouCodeGirls’ blog for career-orientated exchange and a career check. The project with the further development of the online platform was taken over by the Federal Ministry for Digital and Transport (BMDV) in January 2024.

Further examples of projects to strengthen gender-equitable career and study guidance, such as the ‘**Cliché Free Initiative**’ and ‘**Girls’Day**’, are mentioned in the answer to question 13.

Foundation SPI: Perspectives 4.0 – A Platform for Gender Equality

The online courses ‘**Creating perspectives**’ of the SPI Foundation’s platform for equality are aimed at anyone wanting to (re)start a career, try something new or develop specific skills. There is also a quarterly digital ‘Gender Equality Lounge’ (*Gleichstellungslounge*) open to all participants, each with a different topic. More information on the project is available at: <https://plattform-perspektiven-schaffen.de> (in German only). The platform is part of the BMFSFJ action programme ‘**Gender Equality in the Labour Market. Creating Perspectives**’ (*Gleichstellung am Arbeitsmarkt. Perspektiven schaffen, GAPS*). See the website: perspektiven-schaffen.de (in German only).

‘**She’s ReDI**’ by the ReDI School of Digital Integration Munich: The aim is to support women in different regions of Germany through labour market-oriented activities in order to facilitate their entry into the IT sector. The focus is on women with a refugee or migrant background who are interested in working in the IT sector. Targeted soft skills training is used to prepare participants for a job in a digital world. They are trained in workshops to prepare for job interviews, in presentation training and in project management. Events such as the ReDI Job Fair, speed-dating with recruiters and specific project work with partner companies provide direct access to hiring companies. More information about the project (in German only) can be found at: <https://www.perspektiven-schaffen.de/ps-de/gleichstellung-am-arbeitsmarkt/digitalisierung-der-arbeitswelt/digitalisierung/she-s-redi-bereit-fuer-eine-karriere-in-der-digital-und-techbranche-202510>

The BMZ is committed to fostering a feminist digital transformation and bridging the gender digital divide. BMZ’s approach in fostering gender-equal digital policy and strengthening women’s participation in the ICT sector focuses largely on three areas: promotion of digital skills, fair regulation and digital infrastructure, such as Digital Public Goods (DPGs). Examples of efforts in these three areas: The **atingi e-learning platform** provides free, high-quality digital learning content designed to enhance women’s digital

abilities and skills. Through the Smart Africa Digital Academy (SADA), gender-sensitive learning programmes are made available to policymakers in Africa, promoting inclusive ICT regulations. **GovStack**, which digitizes government services, includes measures to ensure that these services are accessible and beneficial to women, while Data2Policy leverages gender-disaggregated data for evidence-based policymaking.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the *BPfA* in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

*In the online survey, you will be asked whether your country has introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years (YES/**NO**). If YES, you will be asked if assessments on their impact on women and men, respectively, been conducted before or after the measures were put in place (YES/NO).*

In Germany, there is no generally valid model for the implementation of **gender budgeting** as a specific form of performance-based budgeting focusing on a budget system's impact (see also the answer to question 34). Germany's federal budget puts the financial framework in place for the ministries' sectoral policies. With regard to the content design of their policies, line ministries implement gender mainstreaming as a guiding principle within their own remits.

In the narrative report, please provide details on the evolution of public and private finance mobilized to advance gender equality, monetary and trade policies, as appropriate, as well as any effects of fiscal consolidation/austerity measures, such as cuts in public expenditure or public sector downsizing, on women and men, boys and girls. (2 pages max.)

The COVID-19 pandemic, Russia's war of aggression against Ukraine, energy shortages and inflation – Germany, like other countries in the world, has faced a multitude of overlapping crises for the past four or more years. These developments have influenced economic and budgetary processes, as well as the priorities and scope for political and fiscal action.

Since 2018, Germany has been classified by the OECD as a country in which gender budgeting is applied. In Germany, a comparatively broad definition is applied in which the documentation of impacts on gender equality is not carried out in the federal budget, but at the level of the line ministries. It is the task of the line ministries to take gender equality policy objectives and gender effects into account when designing their respective specialised policy. The line ministries are responsible for assessing the impact of their respective programmes. The principle of equality between women and men (gender mainstreaming) is enshrined as a guiding principle in Section 2 of the Joint Rules of Procedure of the Federal Ministries (*GGO*).

It is hardly possible to provide extensive and complete budget details or impacts on the evolution of public and private finance mobilized to advance gender equality domestically. It should, however, be noted that before each annual Budget Act is enacted, its compatibility with Germany's National Sustainable Development Strategy is reviewed. The Strategy is based on the UN's SDGs and is continually updated and enhanced.

An important prerequisite in advancing towards a more gender-equal economy is the participation of women in the labour market. A key reason for the reduced participation of women with children in the labour market is that care work and domestic work are still unequally divided in families. Women still do the majority of care work (Gender Care Gap, 2022: 44.3 percent, source: FSO 2024). In Germany, family benefits such as parental leave entitlements therefore aim at supporting a more gender-equal partnership in sharing work and family responsibilities.

On average, the German Federal Government invested an annual 7.4 billion euros in parental allowance in the period 2020-2023 and expenditure is increasing. This rising expenditure is also linked to the increasing participation of fathers in parental leave arrangements. This has now reached a record level of 46.2 percent, with a continuing upward trend. Fathers who use parental allowance are shown to spend more time with their children and develop a closer relationship. This also helps mothers to return to work. Before the introduction of parental allowance, women’s employment histories were often characterized by long career breaks and working fewer hours. The provision of parental allowance has also led to an increase in employment among mothers with children aged one and two. Parental allowance thus sets the course early on for equal division of unpaid care work.

Parental allowance expenditure 2020-2023:

<u>Year</u>	<u>Expenditure in billion euros</u>
2020	7.2
2021	7.4
2022	7.6
2023	7.4

Available and high-quality child daycare helps parents to share care responsibilities equally and enables mothers in particular to take up gainful employment. In the period 2020 to 2021, the Federal Government provided one billion euros (500 million euros of which from the EU Recovery and Resilience Facility Fund) for the quantitative expansion of child daycare. This enabled the creation of 90,000 daycare places for children up to school age, taking in new construction, expansion and maintenance measures as well as necessary investments in equipment. The programme ran until the end of June 2024.

Since 2019, the Federal Government has been providing additional funds to support the *Länder* in further developing the quality of early childhood education, care and participation in childcare. From 2019 to 2022, the Federal Government provided some 5.5 billion euros (‘Act on Good Early Childhood Education and Care’).

Under the ‘Childcare Quality Act’, from 2023 to 2024 the Federal Government is providing the *Länder* with some four billion euros in funding to further develop the quality of and improve access to children’s daycare. The funds are primarily invested in areas crucial to quality improvement, including improving the staff-to-child ratio, strengthening childcare centre leadership and promoting language education.

Funding amounts provided in the years is listed in detail below.

Act on Good Early Childhood Education and Care (2019-2022)

<u>Year</u>	<u>Expenditure in billion euros</u>
2019	0.493
2020	0.993
2021	1,993

2022 1,993

Childcare Quality Act (2023-2024)

<u>Year</u>	<u>Expenditure in billion euros</u>
2023	1,884
2024	1,993

The **Act on Providing All-Day Care and Education for Primary School Children** (*Ganztagsförderungsgesetz/All-day Childcare Act*) has been gradually coming into force since October 2021. The legal entitlement to all-day care for all children of primary school age will be introduced in stages from 1 August 2026 (school year 2026/27). The Federal Government is supporting the necessary expansion of all-day education with financial assistance of 3.5 billion euros for investments in the municipal education infrastructure up to 2027.

Measures to relieve the impact of the COVID-19 pandemic in 2021

In addition to investments in family policy and to support people in need, the German Federal Government has made extensive financial resources available to alleviate the economic hardships that hit the population as an indirect consequence of the COVID-19 pandemic and as a result of the economic impacts, for example, of the bottlenecks in energy supplies following the start of Russia's war of aggression against Ukraine in February 2022.

The support and relief measures introduced to cushion the negative economic effects of the COVID-19 pandemic in 2021 included, among others:

- The 'short-time work allowance' earnings replacement benefit, amounting to between 60 and 80 percent of net wages, plus an additional seven percentage points if there are children in the household
- Credit and guarantee schemes, start-up packages, liquidity grants for businesses and the solo self-employed (e.g. 'bridging allowances') and easier access to basic social security for the solo self-employed and for micro-enterprises. Women especially benefit from these owing to their making up a large proportion of the workforce in the hospitality, culture and services sectors, for example
- A 'child bonus' of 300 euros in 2020 and another 150 euros in 2021 for each child entitled to child benefit
- An increase in single parent tax relief from 1,908 euros to 4,008 euros
- An 'emergency child supplement' for low-income families
- Special rules on parental allowance and maternity benefits
- Compensation for working parents looking after their children at home because daycare centres and schools were closed
- An increase in the 'child sick pay allowance'
- Temporary changes to emergency assistance available to informal caregivers: more flexible rules concerning Caregiver Leave and Family Caregiver Leave, doubling of the period for which the caregiver allowance is paid (from 10 to up to 20 days)
- Additional funding for and expansion of helplines providing advice and support
- At international level: An increase in primary contributions to the UNFPA of 30 billion euros in 2020 to support the global response to the COVID-19 pandemic (including maintaining sexual and reproductive services, measures against GBV and harmful practices).

Federal relief measures in 2022 and 2023

To counteract the negative impact of inflation and rising energy and living costs in 2022 and 2023, the Federal Government passed relief packages which benefitted especially low and middle-income families. These relief packages were initially aimed at providing short-term assistance, including the child bonus, heating cost subsidies for housing benefit recipients, the flat-rate energy price allowance for working people and pensioners, and one-off payments for students and recipients of social benefits. Other measures for private households included the permanent increase in the basic tax-free allowance and the employee allowance, the introduction of the home office allowance and the gas and electricity 'price brake' (price caps).

Reliable monthly benefits provide longer-term relief for families and are an important step towards basic child security. There have been increases in child benefit, child supplement, child allowance, child maintenance and advance maintenance payments as well as the targeted introduction of the immediate supplement for children in need. Since 1 July 1 2022, the immediate supplement has been paid for children in families with no or low income who are entitled to benefits for subsistence under Book Two of the German Social Code (*SGB II*), Book Twelve of the German Social Code (*SGB XII*), the Asylum Seekers Benefits Act (*AsylbLG*) or to supplementary assistance for living expenses under the Federal Pensions Act (*BVG*), as well as for children for whom a child supplement is received under the Federal Child Benefit Act (*BKKG*). The immediate supplement is an ongoing and unbureaucratic form of assistance that families can rely on. It is paid out in the amount of 20 euros per month. In total, around 2.9 million children benefit from the immediate supplement.

Other measures also ensured the economic stability of families, such as the new citizen's benefit (*Bürgergeld*) with increased rates to cover the rise in food and energy prices, the reform of housing benefit and the increased tax relief for single parents, among others.

In particular, families in the low to middle income bracket have been given relief. In addition to the child bonus, low-income families benefited from the one-off payment for recipients of social benefits of 200 euros for single parents or 400 euros for couples. The payment was not offset against transfer payments, meaning that it was fully effective in the lower income bracket. The one-off payment of the energy price allowance, which is subject to income tax, was more effective for lower incomes than for middle and higher incomes. In addition to the child bonus, middle incomes were relieved by the increase in the basic tax-free allowance and the employee allowance.

Poverty eradication, social protection and social services

Critical areas of concern

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

In the online survey, please select specific actions from the list below:

X Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures

Broadened access to land, housing, finance, technology and/or agricultural extension services

X Supported women's entrepreneurship, access to markets, and business development activities

X Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)

Introduced/strengthened low-cost legal services for women living in poverty

Other, please specify

None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The Federal Government places high political priority on combatting poverty in a multi-dimensional way, both in the domestic as well as the international context, giving particular attention to the gendered dimensions of poverty and its risk and applying a life-course perspective as poverty in young and middle age poses a higher risk of poverty in old age. To this end, the still-existing gender pay gap must be seen in direct relation to the higher risks for women of experiencing old-age poverty given that the gender pay and gender care gaps contribute to the gender pension gap in Germany. Therefore, holistic approaches and a life-course perspective are central pillars in Germany's anti-poverty strategies and the measures taken.

Minimum wage and the social protection systems

The introduction of the statutory minimum wage on 1 January 2015 was a socio-political milestone. The minimum wage is important as an absolute wage floor to ensure minimum protection for employees. Women benefit in particular from the statutory minimum wage, as they often work in low-paid service professions. On 1 October 2022, the Federal Government raised the statutory minimum wage to 12 euros by law. It was also important to the Federal Government that the determination of the statutory minimum wage level should be placed back in the hands of the social partners as soon as possible following the one-off statutory increase. On 26 June 2023, the Minimum Wage Commission passed its fourth resolution to adjust the level of the statutory minimum wage. With the **Fourth Ordinance on the Adjustment of the Level of the Statutory Minimum Wage** of 24 November 2023, the Federal Government implemented the decision to raise the statutory minimum wage to 12.41 euros as of 1 January 2024. On 1 January 2025, the statutory minimum wage will rise to 12.82 euros in line with the provisions of the Fourth Ordinance on the Adjustment of the Statutory Minimum Wage.

Due to the principle of the welfare state, a socio-cultural subsistence level is constitutionally guaranteed in Germany. As minimum income systems, the citizen's benefit and social assistance guarantee this socio-cultural subsistence level. In the minimum benefit systems, single parents, who are mostly women in Germany, also

receive a needs supplement that takes into account the sole care and upbringing of their child or children. After the twelfth week of pregnancy, pregnant women receive additional benefits (amounting to 17 percent of the benefits level applicable to them) to cover the increased expenses caused by pregnancy (e.g. hygiene and nutrition).

The risk of income poverty is closely linked to educational success and employment integration. This is where women are more frequently exposed to an increased risk due to a higher proportion of part-time employment and longer career breaks caused by care work. In recent years, the Federal Government has taken a number of measures to further strengthen social protection systems and promote sustainable integration into the labour market by focusing on training and qualifications. These measures, even if they are not aimed at specific groups, nevertheless have a particularly positive impact on the material situation of women. The Citizen's Benefit Act (*Bürgergeld-Gesetz*), which came into force in 2023, has brought improvements, including holistic support (coaching) and the promotion of unabridged retraining, from which many women are also likely to benefit.

In addition, the Federal Government has increased the income allowances for recipients of citizen's benefit. For young people, these were raised significantly as of 1 July 2023 (mini-job limit) to reinforce the experience that work pays, especially when starting out in working life. And for employment with an income of between 520 euros and 1,000 euros, a transfer deduction rate of 30 percent (instead of the previous 20 percent) has applied since 1 July 2023. The allowance on additional income (in addition to the citizen's benefit) has therefore increased, resulting in an additional 48 euros being disregarded.

Also, in recent years, the Federal Government has introduced important benefit improvements that will lead to higher pension entitlements for many people and thus help to reduce the risk of poverty in old age.

With the introduction of citizen's benefit in January 2023, the benefit levels in the minimum income systems were significantly increased. On 1 January 2024, there was another significant increase in the citizen's benefit level.

Action Plan for female entrepreneurs

The Action Plan 'More female entrepreneurs for our SMEs' was presented to the public on 23 May 2023. It contains over 40 measures from federal ministries, business associations, civil society, funding and scientific institutions and networks to make it easier for women to set up businesses and to get girls interested in careers in the climate and skilled trades. For details see the answer to question 5.

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

In the online survey, please select specific actions from the list below:

- Introduced or strengthened cash transfers for families with children that prioritize women as recipients (e.g. child benefits, family allowances, conditional or unconditional cash transfers)**
- Introduced or strengthened social protection for women of working age (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened social protection for older women (e.g. expansion of social pensions, moratoriums, inflation adjustment, introduction of pension credits for caregivers)**

- Extended social protection to women in informal employment (e.g. subsidies for participation in contributory schemes; inclusion in non-contributory schemes)
- Improved access to social protection for other groups of marginalized women (please refer to groups listed under Q3)**
- Other, please specify
- None of the above

You will also be asked about gender-responsive social protection innovations during the COVID-19 pandemic, with the following options to choose from:

- There was no significant social protection response to the COVID-19 pandemic.
- The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.**
- The social protection response to the pandemic spurred gender-responsive innovations, but measures were mainly short-term.
- The pandemic spurred gender-responsive innovations as well as longer-term transformations of social protection to strengthen women's income security.

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In answering this question, countries are encouraged to reflect on any lasting, gender-responsive social protection innovations adopted in response to the COVID-19 pandemic. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

As the majority of single parents are women (around 80 percent), an increase in the tax relief amount for single parents particularly supports women. In 2020, the tax relief amount was initially increased from EUR 1,908 p.a. to EUR 4,008 as short-term support during the COVID-19 pandemic. This increase was maintained after the pandemic and the relief amount was also increased to EUR 4,260 from 2023.

In order to provide parents and single parents in particular with quick and unbureaucratic support in reconciling family and work in the face of daycare and school closures during the pandemic, child sickness benefit was extended several times and expanded to include cases where the child is not ill but needs to be cared for at home because daycare or school is closed or has restricted access. In 2021 and 2022, every parent with statutory health insurance was entitled to 30 days of child sickness benefit per child with statutory health insurance, and single parents were entitled to 60 days per child. The extended children's sick days were a popular and well-used scheme among parents. Take-up more than doubled in 2021 as a result of the extension.

12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

In the online survey, please select specific actions from the list below:

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, maternal health and HIV services**
- Promoted male involvement in sexual and reproductive health, including

- contraceptive uptake and responsible sexual behavior.
- Taken measures to support women’s mental health, including access to specialized services and counselling
- Developed gender-sensitive approaches to the prevention and treatment of chronic and non-communicable diseases (e.g. cardiovascular disease, cancer, chronic respiratory disease, and diabetes)
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes**
- Taken action to expand access to health services for marginalized groups of women and girls (see list in Part Two: Priorities, achievements, challenges, and setbacks)
- Other, please specify: research and reform (of minimum training standards of health professionals / medical studies) with regards to more emphasis and inclusion of Gender Medicine**
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses (2 pages max.)

On the whole, women’s healthcare in Germany is of a high standard. With references to and following up on the findings of the latest national report on the ‘**Health Situation of Women in Germany**’ (*Frauengesundheitsbericht*, 2020, Robert Koch Institute, RKI), which was commissioned by the Federal Ministry of Health (BMG), the RKI published the brochure on the ‘Health Situation of Women in Germany’ in 2023, providing facts and figures on the health situation, data on the most common diseases and health risks for women and girls – including data on different groups of women, thus applying an intersectional lens.

The brochure also covers the health impacts on women during the COVID-19 pandemic, has data on intimate partner violence and on issues regarding the sexual and reproductive health of adolescent girls and women in Germany. According to the RKI, two-thirds of women in Germany considered their health to be good or very good (although men ranked their health subjectively even slightly higher). As health insurance is mandatory in Germany, all women have access to gynaecologists and other health professionals.

For the most part, women in Germany have excellent access to services ranging from pregnancy care to women’s cancer screenings. Life expectancy for women corresponds to the EU average and the number of cardiovascular diseases has been decreasing in recent years. However, the reports and data also reveal certain barriers and the incumbent Federal Government has dedicated a number of measures to address these and close existing health gaps.

Strengthening Sexual and reproductive Health and Rights (SRHR) in Germany

In July 2022, Germany repealed the offence of advertising the termination of pregnancy (German Criminal Code (StGB, former section 219a)), thus allowing doctors to inform the general public that they perform abortions and provide details of the method they use. In addition, the Federal Government has adopted a bill to prevent so-called sidewalk harassment in the immediate vicinity of counselling centres for pregnant women or of facilities that carry out abortions (see the answer to question 1). The

Federal Government also convened an independent Commission on Reproductive Self-Determination and Reproductive Medicine which examined ways of regulating the termination of pregnancy outside the provisions of the Criminal Code as well as legalizing egg donation and altruistic surrogacy. The Commission presented its results to the Federal Government on 15 April 2024. Its report is now publicly available for further scientific, social and political debate. The Federal Government is currently conducting a detailed analysis and evaluation of the Commission's findings.

Improving gender-sensitive medical education and licensing

In addition, reform considerations regarding the medical licensing regulations (*ärztliche Approbationsordnung*) aim to make the subject of gender-sensitive medicine a mandatory part of university teaching. Learning objectives for gender-sensitive medicine are already defined in the National Competence-Based Catalogue of Learning Objectives for Medicine (NKLM). The NKLM also contains learning objectives on abortion. The NKLM has been further developed in recent years with the involvement of numerous experts and is currently being used voluntarily by the universities. A reform of the medical licensing regulations would make the NKLM mandatory.

Strengthening nursing studies

The **Nursing Studies Strengthening Act** (*Pflegestudiumstärkungsgesetz*) has geared nursing training even more towards gender equality and gender neutrality by explicitly including gender medical knowledge as part of nursing training in future and introducing the right for trainees to choose a gender-neutral job title. In the upcoming reform of the physiotherapy professions, the teaching of gender-specific skills is also to be anchored in the training and graduates are to be given the opportunity to choose a gender-neutral job title. Aspects of gender medicine should also be considered in future reforms of the skills catalogues in other training and examination regulations.

Improvements in cancer prevention through screening

In Germany, all adults with **statutory health insurance** (*SHI*) under sections 25 and 25a of Book V of the German Social Code (SGB V) are entitled to cancer screening examinations. The **Cancer Screening and Registries Act** (ZfKD) of 2013 created a succinct legal framework for transferring the former opportunistic screening programmes for cervical and colorectal cancer (both since the 1970s) into organized quality-assured cancer screening programmes in Germany. Since 1 July 2019, women and men (aged 50 and over) covered by SHI have been invited every five years (up to 65 years) by their health insurance fund to undergo colorectal cancer screening. At the same time, all eligible persons are informed in a gender-sensitive and an age-specific manner about the benefits and risks of the examinations. Since 1 January 2020, women covered by SHI (aged 20 and over) are invited every five years (up to the age of 65) by their respective health insurance provider for the early detection of cervical cancer and informed in an age-specific manner about the advantages and disadvantages of the examinations

Under the **Radiation Protection Act** (StrlSchG) of 2017, early detection examinations that use X-rays must first be authorized by statute by the German Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV). In the past, the eligible population for the organised quality-assured mammography screening programme comprised women aged 50 to 69. Recently, the upper age limit for mammography screening was raised to 75 years. The amended regulation on the approval of early breast cancer detection under the Radiation Protection Act (Breast Cancer Early Detection Regulation) came into force on 28 February 2024.

13. **In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?**

In the online survey, please select specific actions from the list below:

- Taken measures to increase girls' access to, retention in and completion of primary and secondary education
- Taken measures to increase girls' access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes
- Addressed barriers to successful school-to-work transitions for women and girls
- Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education**
- Provided gender equality and human rights training for teachers and other education professionals
- Promoted safe, harassment-free and inclusive educational environments for women and girls
- Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy**
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Due to Germany's federal system, the *Länder* are responsible for education. Nevertheless, the Federal Government also promotes measures to increase the proportion of women in professions in which they are underrepresented. This gender-inclusive careers advice and guidance aims to ensure that more women are interested in male-dominated professions, such as the skilled trades or STEM professions.

'Girls' Day' – Future Prospects for Girls

'Girls' Day' is a nationwide career-orientation project for girls. On 'Girls' Day', female students aged 10 and older learn about professions and subjects of study in which the proportion of women participating is less than 40 percent. Expanding women's spectrum of vocational choices is the central objective. Influenced by social role models, most female students choose their professions based on their gender. 'Girls' Day' offers the opportunity to look into work environments which are, as yet, unknown to many girls. Low-threshold contact to companies and to women who already work in these fields, plus practical experience, are the main benefits of the project. Girls get the chance to choose professions or subjects not influenced by tradition, but by trying out different options and in line with their individual interests and skills – free from gender stereotypes. A network of regional alliances of resources from chambers of commerce and industry, employer associations, trade unions, equality bodies, employment agencies and many other facilities is committed to improving the

future prospects for girls all over Germany. 'Girls'Day' is sponsored or co-financed by the Federal Government. In the period 2020 to 2024, around three million euros were made available by the funding ministries. Since 'Girls'Day' was launched back in 2001, some 2.38 million girls have participated. It is part of implementing Sustainable Development Goal 5 (SDG 5): Achieve Gender Equality and Empower all Women and Girls'.

Cliché Free Initiative

The Federal Government's '**Cliché Free Initiative**' (*Klischeefrei*) is a national cooperation project which promotes vocational and study choices free from restrictive gender stereotypes. In contrast to projects such as Girls'Day, the '*Klischeefrei*' initiative does not work directly with young people, but with those who influence their educational and career choices. For example, the initiative encourages teachers to practice and promote a culture of openness. The initiative takes the form of an alliance between representatives from the areas of education and training, policymaking, business and research. The number of partner organisations is steadily growing and has exceeded the 610 mark (as of April 2024). The aim is to support all those involved in career guidance – from parents to early childhood education and care, schools, universities, careers advisory services and companies – in establishing non-stereotyped career and study choices.

STEM Action Plan

The potential of women in the science, technology, engineering and mathematics (STEM) sector has not yet been sufficiently utilised in Germany. As vocational inclinations are often formed as early as in Grade 10 or upper secondary school, it is important to awaken and maintain an interest in STEM subjects from an early age. In the **STEM Action Plan** (in German: *MINT-Aktionsplan*) of the Federal Ministry of Education and Research (BMBF), gender equality is a cross-cutting task. Since 2019, the Action Plan has consolidated STEM funding measures along the entire education chain. With their low-threshold programmes, the government-funded regional STEM Clusters and the **#STEMmagic communication campaign** specifically address children and young people at an early stage. Three-quarters of the approximately 50 STEM Clusters currently offer special courses for girls and many specifically use female role models and sensitise multipliers. The #STEMmagic communication campaign also focuses on targeting girls specifically and breaking down stereotypes in career guidance.

The **nationwide networking centre MINTnet** (*MINTvernetzt*) connects STEM stakeholders across sectors, supports STEM education stakeholders and disseminates good practice examples. MINTnet has a special focus on strengthening girls and women. In addition to educational stakeholders, MINTnet also aims to enable companies to address the next generation of skilled workers in a gender-sensitive manner and with attractive job profiles. MINTnet is also responsible for the '**Alliance for Women in STEM Professions**' (*Bündnis – Frauen in MINT-Berufen*) with over 300 members from business, education, science, media and government and administration. The members are all committed to the goal of empowering women for and in STEM. MINTnet and the Alliance for Women in STEM launched the '**EmpowerGirl**' initiative, which aims to make STEM internships available for girls and young women via a joint platform.

Implementing gender equality in academia and education

The *Länder* support the implementation of gender equality and are actively committed to eliminating existing disadvantages in the academic field. This includes, among other

things, guidelines for quality assurance in teaching and learning. The **‘Interstate Treaty on the Organisation of a Joint Accreditation System for Quality Assurance in Studies and Teaching at German Universities’**, which came into force on 1 January 2018, states that gender equality measures must be included in the subject-related content criteria that degree programmes must fulfil. One of the measures at universities are mentoring programmes to promote young academics. Together with the Federal Government, the *Länder* support the programme for female professors to increase the proportion of women in management positions. The programme entered its fourth round in 2023. Since then, universities will only be able to apply for accreditation with a single concept, the equality concept for parity at the university, whereas before they could use different concepts.

The education laws of the different *Länder* aim at reducing and preventing gender-based discrimination. In addition, the *Länder* adopted a set of **‘Guidelines for gender-sensitive school education’** (*Leitlinien für geschlechtersensiblen schulische Bildung und Erziehung*) in 2016. Among other things, the guidelines specify fields of action in relation to:

- The avoidance of gender-stereotyped tasks in teaching and examination materials
- The reflection of interdisciplinary educational goals as well as the extracurricular area of the school’s educational mission from a gender perspective
- Dimensions of gender equality as systematic components of teacher training programmes and teacher training courses
- The consideration of gender aspects in internal and external quality audits, gender parity at all levels of responsibility, especially in management positions at schools

In recent years, all 16 *Länder* have addressed the topic of sexual diversity and gender stereotypes and have developed or revised documents accordingly. These include:

- Cross-departmental action plans, in which educational goals were also defined. The focus is on the revision of curricula and materials, teacher training and further training as well as multiple discrimination
- Curricula
- Guidelines on sex education

Also, since 2021, the **Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder*** (KMK) has organised cross-*Länder* dialogue and exchange on the topic of LGBTIQ+ in schools.

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

In the narrative report, please provide details of up to three concrete innovations, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information, with a focus on measures that have outlasted the emergency response. In doing so, countries are encouraged to reflect on lessons learned from the pandemic for ongoing and future crises. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

To cushion the economic and social impact of the global COVID-19 pandemic, which is

particularly severe for women and families, for example due to pandemic-related lockdowns of public life, the German Federal Government launched an unprecedented support and economic stimulus package worth hundreds of billions of euros in several major aid programmes in 2020 and 2021 – see the answer to question 9 and also additional information in the **Ninth Periodic CEDAW State Report of the Federal Republic of Germany** (see answer in paragraphs 63-67, https://tbinternet.ohchr.org/_layouts/15/treatybodyexternal/Download.aspx?symbolno=CEDAW%2FC%2FDEU%2F9&Lang=en).

Further measures can also be found in the **Seventh State Report of the Federal Republic of Germany on the International Covenant on Economic, Social and Cultural Rights (CESCR)**.

Freedom from violence, stigma and stereotypes

Critical areas of concern

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

15. Over the past five years, which forms of GBV, and in which specific contexts or settings, has your country prioritized for action?

In the online survey, please choose specific forms of GBV that your country has prioritized from the list below:

- Intimate partner violence, including sexual violence and marital rape**
- Domestic violence committed by other family or household members**
- Sexual harassment and violence in public places, educational settings and workplaces**
- Violence against women and girls facilitated by technology (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)
- Femicide/Feminicide/gender-related killings of women and girls
- GBV against women in politics, including women's human rights defenders
- GBV in the media**
- GBV in conflict-affected settings**
- Child, early and forced marriages
- Female genital mutilation**
- Trafficking in women and girls**
- Other forms of violence or harmful practices (please specify)
- None of the above

In the narrative report, please explain why your country considers these priority areas or contexts and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).

The **Council of Europe Convention on preventing and combating violence against women and domestic violence (*Istanbul Convention*)** was ratified by Germany on 12 October 2017 and entered into force on 1 February 2018. Thus, Germany has an obligation to fulfil all required measures. The Convention requires that parties adopt a holistic approach to violence against women, calling for preventive, protective and policy efforts in respect of all forms of violence against women.

The implementation of the Istanbul Convention in the member states was regularly reviewed by the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO). On the basis of the **German state report**, shadow reports from civil society and the discussions held during the country visit, **GREVIO** compiled a comprehensive report which was published in October 2022. At this point, reference should be made to the comments made in the report (<https://www.coe.int/en/web/istanbul-convention/germany>). Measures relating to questions 15, 16, 17, 18, 19 and 21 can also be found in that evaluation report. In its report, GREVIO stated that significant efforts are being made to address the full range of forms of violence against women covered by the Istanbul Convention, albeit to differing extents. But GREVIO also noted that many policy measures focus primarily on domestic and sexual violence.

The Coalition Agreement of the Federal Government provides for the development of a strategy against violence that focuses on the prevention of violence and the rights of those affected and which addresses the prevention and combating of all forms of violence listed in the Istanbul Convention. The Coalition Agreement also states that the Istanbul Convention is also to be implemented unconditionally and effectively in the digital space and with a national coordinating body in line with Article 10 of the Istanbul Convention. The right to protection from violence for every woman and her children will be safeguarded and should be ensured by a uniform national legal framework for the reliable funding of women's shelters. The support system is to be expanded in line with demand. The needs of vulnerable groups, such as women with disabilities or refugee women as well as queer people, should be given special consideration. Preventive work with perpetrators should be expanded.

In implementation of the Istanbul Convention, the BMFSFJ launched an action programme in 2018 to prevent violence against women, provide support for women and their children affected by violence and improve the support system. Important components of this programme include **the Round Table (*Runder Tisch*)** of federal, *Länder* and local authorities and a nationwide investment and innovation programme: **the federal funding programme 'Together against violence against women'** (see further details in the answer to question 16).

In accordance with the Istanbul Convention, the independent reporting mechanisms on gender specific violence were introduced at the GIHR on 1 November 2022. The reporting mechanisms will support and enhance measures and reporting at all levels of government and civil society through structured, regular collection of data and dedicated reporting on gender specific violence. It is planned to enshrine the independent reporting mechanism in law. For details, see the answer to question 16).

As far as preventing and combating human trafficking is concerned, the Council of Europe Convention on Action against Trafficking in Human Beings (THB) entered into force in Germany in 2013. The Convention was adopted in 2005 and for the first time focuses on the rights of trafficked persons in line with a human rights-based approach. A special feature of the Convention is the evaluation of its implementation by the Group of Experts on Action against Trafficking in Human Beings (GRETA). Germany is currently in the third evaluation round, which focuses on victims' access to justice and effective remedies. The Coalition Agreement of 2021 states that the efforts to combat human

trafficking are to be intensified and highlights the importance of combating human trafficking in a variety of thematic fields, including international protection of human rights, protection against violence and combating organised crime. The agreement announces the implementation of a national reporting mechanism, coordination at national level and a national action plan on combating THB and strengthening the rights of victims of THB. Currently, the Federal Government is developing a comprehensive **National Action Plan Against All Forms of Human Trafficking** (*Nationaler Aktionsplan* (NAP) *Menschenhandel*) in close cooperation with the *Länder* and in consultation with relevant civil society stakeholders. There is an agreement within the Federal Government that the NAP should deal with all forms of trafficking and to adopt it within this current legislative period. The NAP will optimize the structured planning and efficient consolidation of the Federal Government's measures to prevent and combat human trafficking and provide protection for its victims. In addition to this NAP, the BMAS is developing a NAP against labour exploitation and forced labour, which follows a labour-based approach and treats forms of exploitation as both a phenomenon of the labour market and a product of structural vulnerability. The two NAPs are intended to complement each other.

The protection of people, predominantly women and girls, fleeing the Russian war of aggression against Ukraine from 2022 onwards was and still is a priority for Germany. The Federal Government, together with the *Länder* and civil society, has intensified its efforts to protect those fleeing Ukraine from the risk of human trafficking. This especially meant scaling up funding for relevant non-governmental organisations (NGOs), raising awareness among society and those fleeing as well as offering information and counselling, all involving intense cooperation and coordination. Since the beginning of the crisis, Germany has been monitoring the human trafficking situation with regard to Ukraine. To date, the Federal Criminal Police Office (*Bundeskriminalamt*, BKA) has received only very scattered reports of investigations that have been launched concerning human trafficking crimes, forced prostitution and crimes of exploitation. Investigation procedures are in the low two-digit range. The German authorities continue to closely observe developments regarding the situation, both within Germany and internationally. All reported suspicious cases are being investigated and monitored.

In 2021, Germany began to implement its third **National Action Plan for the Implementation of the Women, Peace and Security Agenda** (2021-2024). For details, see the answer to question 27.

16. In the past five years, what actions has your country prioritized to address GBV?

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened violence against women laws, and their enforcement and implementation**
- Introduced, updated or expanded national action plans on ending violence against women and girls**
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing, socioeconomic rehabilitation)**
- Introduced or strengthened strategies and interventions to prevent violence against women and girls (e.g. in the education sector, in the media,**

community mobilization, work with men and boys)

- X Monitoring and evaluation of impact, including evidence generation and data collection
- X Introduced or strengthened measures for improving the understanding of the extent, causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls, including through the collection and use of data from different sources
- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The Coalition Agreement of the previous Federal Government stipulated that the obligations under the Istanbul Convention would be implemented and that an action programme for the prevention of violence against and the provision of support for women and children affected by violence would be launched and support structures improved. One important building block was the **Round Table** of federal, *Länder* and local authorities set up by the BMFSFJ. It was launched in 2018 and has been continued on an ongoing basis.

At the **Round Table**, the federal, *Länder* and local authorities work together on long-term solutions. The central aim of the talks is to expand and financially secure support services for women affected by violence in line with their needs.

The introduction of federal legislation is currently being discussed. The aim is to secure the right to protection from violence for every woman and her children. The aim of the legislation is to ensure that every person affected by domestic or gender-specific violence, especially women, and their children receive protection from violence and good professional advice promptly and, if possible, without bureaucratic hurdles.

In February 2020, the investment part of the federal funding programme '**Together against violence against women**' was launched with available funds of no less than 120 million euros between 2020 and 2024. Funding is provided for the expansion, conversion, renovation, new construction and acquisition of support facilities. The projects are primarily intended to further improve the accessibility and usability of protection and counselling facilities for women affected by violence. Here, the target group is women affected by violence, for whom there is currently insufficient capacity or an insufficient number of specialized support services nationwide, for example for women with disabilities. To date, a total of 70 projects have been approved and implemented under the investment part of the federal funding programme.

The **second part of the federal funding programme took the form of the innovation programme** with some 21 million euros in the period 2019 to 2022. Funding was provided for measures to facilitate access to protection and advice, improve the accuracy and functionality of support services and prevent violence against women. A total of 22 projects were funded as well as the **large-scale publicity campaign 'Stronger than violence'** (*Stärker als Gewalt*), which started in November 2019 and ended on 31 December 2021. All of the projects have been completed and certain federal model projects have been continued, mostly using *Länder* funding, which testifies to the particular success of those projects. For example, the e-learning programme 'Protection and help in cases of domestic violence – an interdisciplinary online course' at Ulm

University Hospital, for which the corresponding project ended in April, has since received further funding following a decision by the Conference of Gender Equality Ministers on joint Federal-*Länder* funding.

Since the 2022 reporting year, **the Domestic Violence Situation Report** has been updated and supplemented the previous **Intimate Partner Violence Crime Statistics Analysis**, which the BKA has been compiling since 2015. In addition to intimate partner violence, the crimes of so-called intra-family violence are also taken into account, thus providing an overview of the situation of domestic violence overall. Also, in 2022 a new separate category for misogynist hate crimes was introduced in the police statistics for politically motivated crime.

As Germany needs reliable data in order to plan and implement policy measures, a cross-gender dark field victimisation survey – **‘Life situation, safety and stress in everyday life’** (LeSuBia) – has been underway since 2021. This is being carried out jointly by the BMFSFJ, the Federal Ministry of the Interior (BMI) and the BKA with a focus on intimate partner violence, sexualized violence and digital violence in Germany, thus fulfilling obligations under the Istanbul Convention. The study will provide the basis for both fundamental and in-depth analyses in the areas of intimate partner violence, sexualized violence and digital violence. The study will also provide an evidence-based foundation for the development and implementation of appropriate political measures in the areas of victim protection, victim support and police work. Permanent continuation of the survey is being examined. A total of 7,157,000 euros will be invested in the survey up to 2025.

Since November 2022, the GIHR has been entrusted with continuous and independent national reporting for the further implementation of the Istanbul Convention. This is to be funded with a total of some 3.7 million euros up to the end of 2026. The Federal Government is planning to legally enshrine it in formal law by 2025. The independent reporting mechanism helps to create a broad and reliable data basis in order to make trends and developments in relation to GBV in Germany visible. As a result, political processes can be steered on the basis of evidence and GBV can be prevented and combated in a more targeted manner. The GIHR also monitors the domestic implementation of the Istanbul Convention. It identifies the need for action in preventing and combating GBV and in ensuring protection and support for those affected. Against this background, it supports the Federal Government in its reporting obligations at national and international level. It also formulates recommendations for policymakers and administrators in order to effectively shape measures and programmes against GBV and to improve the human rights situation of those affected. In addition, it informs and sensitizes civil society and the general public as well as politicians and administrators. It promotes political debates and public discourse on GBV.

To fully implement the Istanbul Convention, the ‘Task Force for the establishment of a coordination body in accordance with the Istanbul Convention’ was created within the BMFSFJ Directorate-General for Gender Equality in February 2023. The Task Force is responsible for the development of the first ‘Strategy of the Federal Government to prevent and combat violence against women and domestic violence’ in accordance with the Istanbul Convention, which is to be adopted before the end of this legislative period. The Strategy also foresees the establishment of a national coordinating body under the Istanbul Convention. As the Strategy is based on the Istanbul Convention, the focus lies on the gender-specific nature of violence.

17. In the past five years, what strategies has your country used to prevent GBV?

In the online survey, you will be asked to select specific actions from the list below:

- Working with women, men, and couples to improve their skills in interpersonal communication, conflict management, and shared decision-making
- Empowering women and girls to promote their economic independence and access to resources, and promote equitable relations within households, communities and society**
- Alleviating poverty through interventions targeted at women or the household
- Create safe environments including schools, workplaces, and public spaces**
- Promoting non-violent family relationships and positive parenting practices
- Promoting positive gender-equitable attitudes, beliefs, values and norms, especially among men and boys**
- Mobilizing community/faith/traditional leaders, politicians, opinion influencers, journalists, or media influencers (such as sport athletes or celebrities) to influence positive norms
- Raising public awareness to change attitudes and behaviours**
- Promoting gender-egalitarian values in primary and secondary education, including through comprehensive sexuality education
- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The prevention of violence against women and girls and of domestic violence should aim at eliminating violence before it occurs, counteract the passing on of patterns of violence to future generations and protect individual fundamental rights to life, physical integrity and freedom, and contribute to a democratic and secure society. The German Federal Government aims to develop and support holistic approaches to primary, secondary and tertiary prevention. As already described in the answer to question 16, the Federal Government is currently drafting a strategy to prevent and combat violence against women, for which comprehensive prevention will be a focal point and a priority.

In Germany, various initiatives exist that aim to prevent both violence generally and specific forms of GBV against women. The implementation and promotion of prevention measures are mainly the responsibility of the *Länder*. One example involves the public awareness campaign ‘... **and what will YOU do about it?**’ (...und was tust DU?). The campaign, designed and launched in November 2023 by the Hesse Ministry of Labour, Integration, Youth and Social Affairs, sets out to promote public awareness of violence against women and to encourage proactive societal engagement. It promotes the Istanbul Convention’s principles and emphasizes the Federal Government’s commitment to meeting its responsibilities, including the implementation of Article 13 – Awareness-raising. The initiative uses statistics and provocative statements to attract public attention, stimulate discussion and encourage civil society to take a stance against and actively combat violence against women. The focus is currently placed on domestic violence, stalking and sexual harassment. The campaign underscores the importance of recognizing different forms of GBV and emphasizes that it occurs across all demographics.

In addition to the ongoing communication work carried out by the national telephone

helpline (hilfetelefon.de; for more details see also the answer to question 21), a **nationwide campaign ‘Stronger than Violence’** was initiated by the BMFSFJ (2019-2021). Equipped with a substantial budget and aiming to provide information about most forms of violence covered by the Istanbul Convention, including the digital dimension, as well as information for victims, family members and friends, professionals and perpetrators on where and how to find help, this large-scale campaign addressed women and girls as (potential) victims rather than potential perpetrators.

As part of the federal funding programme **‘Together against violence against women’** (2019-2022), the interdisciplinary online course ‘Protection and help in cases of domestic violence’ was developed for professionals in the fields of violence protection and child protection. As federal funding has since expired, the course continues to be available free of charge via *Länder*-provided funding (<https://haeuslichegewalt.elearning-gewaltschutz.de/>). The above-mentioned project also produced the training brochure ‘Custody and access rights following domestic violence’ (*Kindschaftssachen und häusliche Gewalt*) for family court judges and other professionals involved in child custody proceedings (<https://www.bmfsfj.de/bmfsfj/service/publikationen/kindschaftssachen-und-haeusliche-gewalt-185890>).

With regard to prevention, the Federal Government also supported initiatives that challenge young people’s gender stereotypes in higher education and professional choices, notably through the initiative **‘Cliché Free Initiative’** (<https://www.klischeefrei.de/de/index.php>). The initiative can contribute positively towards a different perception of gender roles. In the period 2021-2024, the project was jointly funded by the BMFSFJ and the BMBF with a budget of 1.2 million euros.

The alliance **‘Together against Sexism’** (*Gemeinsam gegen Sexismus*), founded in February 2023, brings together cross-sector stakeholders to identify sexism and sexual harassment and establish effective measures against both. The alliance members are committed, for example, to combating sexism in the workplace through internal guidelines on dealing with sexual harassment. More than 700 alliance members from business, government and civil society are already actively involved. Since 2022, the alliance has received some 1.8 million euros for the period up to 2025.

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated GBV (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

In the online survey, you will be asked to select specific actions from the list below:

- Introduced or strengthened legislation and regulatory provisions**
 - Collected data to better understand the magnitude of technology-facilitated violence, drivers and consequences
- Implemented awareness raising initiatives targeting the general public and education settings to sensitize young people, caregivers and educators to ethical and responsible online behaviour**
- Worked with technology providers to introduce or strengthen human rights-based design, development and deployment approaches to address technology-facilitated gender- based violence**
 - Strengthen the capacity of government actors for the development of policy and legislation, and their enforcement and implementation
 - Other, please specify
 - None of the above

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Digital violence in all its forms which particularly affects women and girls, such as hate speech, sexualised violence on the internet and the increasing use of digital media in the context of intimate partner violence, is a very worrying development and one which the German Federal Government sees as a serious obstacle to gender equality in the digital space.

The Federal Government has been working on the issue of protection against digital violence for many years. The focus is on protecting women, initial and further training in the support system for women as well as raising public awareness to the threat and extent of digital violence. Two pilot projects supported by the Federal Government within the framework of its funding powers are particularly worthy of mention:

- The project **‘Countering digital violence in women’s refuges with confidence’** (March 2023 to May 2026) run by the **Association of Women’s Shelters** (*Frauenhauskoordination, FHK*). The project supports women’s shelter workers in implementing the protection strategy against digital violence developed in a previous project in their respective shelters. The project will receive a total of 1,069,000 euros in funding during its lifecycle.
- The project **‘Active against Digital Violence/Concepts against Digital Violence in the Social Environment and in Public Spaces’** (2023-2026) run by the **Federal Association of Rape Crisis Centres and Women’s Counselling Centres** in Germany (*Bundesverband der Frauenberatungsstellen und Frauennotrufe, bff*). The project is being funded with a total of 1,024,000 euros during the approval period. It builds on the bff’s previous projects and addresses the latest technical developments, develops targeted measures to further educate and inform those involved in the women’s support system and focuses intensively on the rights of those affected. The project focuses on the latest technical developments, develops targeted measures for further training within the (outpatient) women’s support system and deals intensively with the rights of those affected.

Further sources of support against digital violence include:

- The **national helpline** is also a first port of call for victims of digital violence. The helpline is available free of charge 24 hours a day, 365 days a year. It offers victims the opportunity to receive anonymous, competent, safe and accessible advice in 19 languages at any time of the day or night (<https://www.hilfetelefon.de/en.html>).
- As part of the **federal funding programme ‘Together against violence against women’** (the innovative part, see also the answer to question 16), an online course was developed and evaluated for all professionals working in the field of domestic violence. The pilot project ended on 30 April 2022. As part of the pilot project, a comprehensive, interdisciplinary and high-quality training programme was created, the likes of which have not previously existed in this form and quality in German-speaking countries. One particular course module focuses on **Violence and Control and Digital Violence**. With Resolution 04/22 of the Conference of Gender Equality and Women’s Affairs Ministers (GFMK) on the **‘Continuation of the interdisciplinary online course Protection and Help in Domestic Violence’**, the *Länder* have unanimously decided to continue funding the course for a further five years.

The **LeSuBiA cross-gender victim survey** (for details see the answer to question 16) will also focus on the topic of digital violence. The first results of this very comprehensive survey are expected at the beginning of 2025.

The different forms of GBV in the digital space range from bullying and stalking to fraud. These acts of violence make use of technological tools and digital media (mobile phones, apps, internet applications, emails, etc.) and take place, for example, on online portals or social platforms. One of the best-known AI-enabled forms of GBV are deep fakes. Deep fakes are addressed in the **European Digital Services Act** (DSA) and in the revised EU Code of Practice on Disinformation. Under the DSA, providers of very large online platforms and very large search engines (average monthly number of active users in the EU at least 45 million) are required to take risk mitigation measures, including labelling deep fakes and allowing users to view such information. The Code of Practice aims to strengthen measures to reduce manipulative behaviour used to spread disinformation (e.g. fake accounts, bot-driven amplification, identity theft and malicious deep fakes) and to establish closer cooperation between the signatories to address the challenges posed by such practices.

In addition, the Federal Ministry of Justice (BMJ) is currently drafting an **Act Against Digital Violence** which aims to remove legal barriers for victims, such as gaps in the right to information, create the legal framework for online complaint procedures and private lawsuits, and enable court-ordered account suspensions.

19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

In the narrative report, please provide amounts of funding and concrete examples of activities or organizations funded, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. (1 page max.)

In Germany, a wide variety of NGOs and civil society organizations exists. These include many specialist women's rights NGOs and a large number of small-scale service providers and NGOs. They play an important role in preventing and combating violence against women and domestic violence. They also represent the overwhelming majority of providers of specialist support services.

The German authorities, at federal level, support the work of several women's NGO networks financially, for example the FHK and the Federal Association of Rape Crisis Centres and Women's Counselling Centres in Germany (*Bundesverband Frauenberatungsstellen und Frauennotrufe*, bff). The aim is to further develop the women's support system (focus on women's shelters and outpatient women's support systems) and thus indirectly provide better support for women affected by violence. The work of these two organizations contributes to the professional quality development of local services and to the transfer of current professional policy challenges from the federal level to practice and vice versa. It pools the expertise of the women's shelters and feeds this into political and professional discussion processes. In the last three years (2022-2024), the two organizations have received a total of 1.2 million euros (Federal Association of Rape Crisis Centres and Women's Counselling Centres) and 1.3 million euros (FHK and the Federal Association) in financial support.

In addition, many NGOs nationwide receive funding from federal, *Länder* and local authority sources, albeit to varying degrees. NGOs are also invited to participate in the various Federal-*Länder*-NGO round tables, where an exchange of views and

development of policies takes place. The Federal-*Länder* Working Group on Domestic Violence has provided the framework for cooperation in this area since spring 2000. The relevant federal ministries, the conferences of *Länder* ministers, local authorities, non-governmental organizations in the field of violence against women and other specialist associations are represented. The BMFSFJ heads the working group. The main tasks of the Working Group on Domestic Violence are continuous exchange of information on the diverse activities in the *Länder* and local authorities as well as in national and international bodies, an analysis of the concrete problems in combating violence against women and the development of recommendations to combat domestic violence. The working group deals with specific key topics on which experts and other ministries can also be consulted (e.g. recommendations on the Protection against Violence Act, standards for training and further education on the topic of domestic violence and recommendations for the prevention of domestic violence in schools). The composition of the working group makes it clear that the involvement of the *Länder* and local authorities and cooperation between state institutions and non-state support services are important goals.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

In the online survey, you will be asked to select specific actions from the list below:

X Enacted, strengthened, and enforced legal reforms to combat discrimination and/or gender bias in the media, including social media

Introduced binding regulation for the media, including for advertising

X Supported the media industry to develop voluntary codes of conduct

Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media, including social media

X Promoted the participation and leadership of women in the media

Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media

Other, please specify

None of the above

In the narrative report, please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Gender bias in the media can lead to discrimination and unequal opportunities. If certain genders are regularly portrayed in the media in a derogatory or stereotypical way, this can have real consequences, such as disadvantages in professional life or in the social environment. A conscious, balanced portrayal can help to counteract such discrimination. The following are three examples of measures in Germany that should help reduce gender bias in the media.

ProQuota Media initiative

The ‘**ProQuota Media**’ (*ProQuote Medien*) initiative focuses on implementing a monitoring system for data collection. Central to this initiative is a comprehensive study examining gender distribution within journalistic leadership roles, with particular

emphasis on analysing female career trajectories in the media sector. The funding supports the organization of specialized conferences across various German cities, specifically addressing power dynamics within regional media landscapes, with a targeted examination of East Germany.

Genderleicht.de

'**Genderleicht.de**', a discrimination-free reporting initiative supported by the Association of Female Journalists (*Journalistinnenbund*), explains the reasons behind linguistic biases and offers practical solutions. Functioning as a valuable resource for journalists and language enthusiasts alike, the portal provides guidance, compelling arguments, professional counsel and practical tools. Established by journalists in 2019, 'Genderleicht' demonstrates simple yet effective methods to enhance the quality of reporting. Additionally, the *Bildermächtig* (powerful imagery) project conducted in collaboration with the Association of Female Journalists aims to promote equitable visual representation in journalism, striving to dismantle stereotyped imagery and foster a contemporary visual language that portrays women diversely and equitably.

As mentioned earlier, the alliance '**Together against Sexism**' focuses on areas most affected by discrimination, namely on the workplace, public spaces and the media. It addresses and includes on an equal footing a variety of different groups affected by discrimination based on ethnic origin, disability or grounds such as antisemitism (see the answer to question 2).

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

In the online survey, you will be asked to select the marginalized groups of women and girls for which your country has taken measures from the list below, as relevant in your national context:

- Women living in remote and rural areas
- Indigenous women
- Women marginalized on account of race, ethnicity and/or caste
- Religious minority women
- Women with disabilities**
- Women living with HIV/AIDS
- People with diverse sexual orientations, gender identities or expressions, or sex characteristics**
- Girls, adolescents, and younger women
- Older women
- Migrant women**
- Refugee and internally displaced women
- Women in humanitarian settings
- Other, please specify
- None of the above

In the narrative report, please refer to the list of marginalized groups under question 3 and provide up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses. (2 pages max.)

As mentioned earlier, a major goal of the Federal Government is to draw up and adopt a national strategy to prevent and combat violence against women. Particular attention will be paid to the intersectional characteristics of women affected by violence. This includes women and girls with disabilities and impairments, women in need of care, queer women (i.e. lesbian, bisexual, trans and intersex women – LGBTIQ+), older women, girls, women with a migration and refugee background (including women with an unresolved residence status), Black women and women of colour, as well as Romnja and Sintize. Children and young people, including victims and witnesses of domestic violence, are also taken into account.

Ahead of its ratification of the Istanbul Convention, Germany set up a legally mandated, nationwide telephone helpline for women victims of violence. In the eleven years of its existence, the ‘Violence against women’ helpline has conducted almost 447,000 counselling sessions and has become the first point of contact for all women affected by violence in Germany. It provides free, low-threshold, anonymous counselling in 19 languages, available 24 hours a day, seven days a week. The telephone helpline is available to a wide range of callers, including women with intellectual disabilities, who can receive counselling in easy-to-understand language, women with a hearing and/or speech disability, who can use the online chat or video counselling in sign language, and those who may require intercultural counselling. The new, Europe-wide uniform and valid telephone number 116016 was introduced in March 2023.

The nationwide initiative *#Stärker als Gewalt* (Stronger than Violence) was initiated by the BMFSFJ, launched on 25 November 2019 and ended in December 2021. Equipped with a budget of five million euros, the aim of the initiative was to raise public awareness to the extent of violence against women and to encourage each and every individual to take a proactive stance against it. This initiative was joined by 13 partners who worked to combat violence against women and men and provide support, including organizations that represent vulnerable groups such as the Nationwide Network of Women, Lesbians and Girls with Disabilities (*Weibernetz*), the Federal Anti-Discrimination Agency (FADA) and the Umbrella Association of Migrant Women Organizations (*DaMigra*).

The Federal Government presented a comprehensive nationwide inventory on violence against people with disabilities in institutions. With regard to specific target groups, such as women with physical or mental disabilities, and those with specific needs, as well as capacity constraints at regional level, the report has also identified both gaps in the support system and obstacles that hinder access to support. Since the report was published, the Federal Government and the *Länder* have made ongoing efforts to address the known weaknesses in the support system and to both expand and develop it further in line with prevailing needs.

Much remains to be done, nonetheless. In view of the particular and disproportionately high incidence of violence against girls and women with disabilities, one focus for action is rapid and above all barrier-free access to a support system that adequately addresses the needs of specific target groups.

For example, the federal funding programme ‘**Together against violence against women**’ was launched for this purpose. From 2020 to 2024, the investment part of this programme funded structural measures to expand capacity and improve access to women’s shelters and specialist advice centres with around 30 million euros per year. So far, 70 projects with good regional distribution have been approved: through the funded measures, 340 new women’s shelters have been created and 416 existing places have been improved, for example to make them accessible and barrier-free.

The Federal Government has also committed to legally safeguarding the right to protection from violence for every woman and her children and to ensuring a uniform

national legal framework for the reliable funding of women's shelters. To this end, the support system will be expanded in line with demand. Special consideration will be given to the needs of vulnerable groups, such as women with disabilities.

Participation, accountability and gender-responsive institutions

Critical areas of concern

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

In the online survey, you will be asked to select specific actions from the list below:

- Introduced temporary special measures, such as quotas, reserved seats, benchmarks and targets that promote women's participation in politics, especially at decision-making level**
- Introduced or increased targets and benchmarks of legislative temporary special measures, such as quotas or reserved seats, to promote gender balance or gender parity in legislatures (aiming for 40 per cent or more of seats being occupied by women)**
- Introduced whole-of-government or ministerial cabinet gender parity laws or policies dictating that around half of decision-making positions are occupied by women**
- Reinforced the adequate implementation of existing temporary special measures by boosting compliance mechanisms, including through the imposition of sanctions on political parties for non-compliance.**
- Provided opportunities for capacity building and skills development, such as mentorship, training in leadership, decision-making, public speaking, self-assertion, and/or political campaigning for women candidates, elected or appointed politicians, parliamentary caucuses, and/or gender equality advocates**
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics and public life
- Encouraged the equal political participation of all women, including young women and underrepresented groups like indigenous women, through capacity building, skills development, sensitization and mentorship programmes**
- Strengthened civic space and protections for women's movements and women human rights defenders
- Collected and analyzed data on women's political participation, including in appointed and elected positions**
- Other, please specify

None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Despite more than a century having passed since the introduction of women's suffrage in Germany, political representation remains inadequate for half of the population. Women continue to be significantly underrepresented across all levels of politics, from federal to local authority governance. The proportion of female politicians is stagnant or declining, particularly evident in local authority leadership positions, where only one in ten town halls is led by a woman.

The '**Municipal Action Programme – More Women in Politics**', funded by the BMFSFJ, aims to permanently bolster the presence of women in municipal representation and leadership roles, including full-time and honorary mayoral positions. Beyond merely increasing female representation, the programme aims to instigate structural reforms conducive to greater female participation, thereby enhancing the overall appeal and accessibility of local politics, with a particular focus on rural areas.

Furthermore, the Helene Weber College, managed by EAF Berlin, supports aspiring and established female politicians in their career progression. Serving as the first nationwide, cross-party platform for women active in politics, the college provides essential resources and networking opportunities. The **Helene Weber Prize**, awarded by the BMFSFJ, celebrates outstanding achievements in local politics and fosters collaboration among its recipients through the Helene Weber Network, transcending party affiliations and geographical boundaries.

Commissioned by the BMFSFJ as part of the BMFSFJ funding of the **Helene Weber College (Helene-Weber-Kolleg, HWK)**, the representative study '**Party Cultures and the Political Participation of Women**' (*Parteikulturen und die politische Teilhabe von Frauen*) sheds light on the challenges facing women in party politics, offering insights to promote gender equality and women's participation. Additionally, a study conducted by EAF Berlin in spring 2023 provides actionable recommendations to enhance the compatibility of family life, careers and political engagement, thereby facilitating increased female involvement in local politics and bolstering citizen participation. Improving this compatibility is crucial in promoting gender parity in local governance and fostering a more inclusive and vibrant democracy.

The Federal Government has also set itself the **goal of achieving equal participation of women in management positions in the federal public sector** (according to the scope of the Federal Equal Opportunities Act) by the end of 2025. Being one of the country's largest employers, the Federal Government is setting a good example and is setting itself higher goals than it demands of the private sector. Since 2015, the Federal Government has gained 12 percentage points and now has 45 percent of leadership positions across the federal administration filled by women. The goal of filling leadership positions equally by the end of 2025 is enshrined in law and in the German Sustainable Development Strategy (SDG 5.5).

The Federal Government has introduced a **programme (Plan FüPo2025)** that brings together a range of instruments to increase the share of women in leadership positions in the federal public service, including the expansion of part-time leadership. Only 11 percent of employees in leadership positions lead in a part-time role and 75 percent of them are women. The Federal Government is **committed to more part-time leadership**

and shared leadership in the public service. As a result, the programme 'Part-time Leadership in Public Service' was implemented in March 2023. The aim was to publish practical guidelines for the public sector, including a set of best practice examples. The guidelines were published in June 2024.

Under the **Act on the Participation of the Federation in Appointments to Bodies** (BGremBG), a quota even for those bodies in which the Federal Government may only appoint two seats was introduced. For further information (available in German only) see: www.bmfsfj.de/frauen-in-fuehrungspositionen

23. In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

In the online survey, you will be asked to select specific actions from the list below:

X Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership

- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free Wi-Fi hubs, community technology centers)

X Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis

X Provided support to women's media networks and organizations

- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The BMFSFJ has been funding the project '**Cliché-free in Sport - No Stereotypes**' since March 2023. The project is being implemented in cooperation with the major sports associations, the German Football Association (DFB) and the German Olympic Sports Confederation (DOSB). The project aims to create a stereotype-free sports culture in Germany. Until now, access to sport has been difficult for women to a certain extent, partly due to sexism. Furthermore, this project also focuses on the insufficient participation of women in decision-making processes in the media – women are underrepresented in sports reporting in the German media. One of the reasons for this is that the often male-dominated sports editorial teams attach less interest or less importance to women's sport. The associated project is being funded by the BMFSFJ until October 2025. During this period, the BMFSFJ will provide some 770,000 euros. The '**Cliché-free in Sport - No Stereotypes**' initiative is part of Sustainable Development Goal 5: Gender Equality.

The Federal Government is also funding the '**ProQuota Media**' initiative and the '**Genderleicht**' project. For further details see the answer to question 20.

24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

In the online survey, you will be asked four additional questions. First, you will be asked to choose among the following options with regards to the current location of the national women's machinery within government:

X Ministerial level or equivalent whose head has full cabinet participation

- Entity ascribed directly to the Head of the Executive or entity whose head directly reports to the head of the Executive (e.g. offices ascribed to the presidential office, secretaries, national institutes, among others)
- Entity within a sectoral Ministry (e.g. sub-ministerial, under-secretary positions, institutes, councils and others)
- Entity below sub-Ministerial level (e.g. advisory or consultative commissions/committees/working groups in the Executive; ombudsman's and advocates offices; interdepartmental bodies/taskforces; decentralized mechanisms within the Executive at provincial/local level)
- Not applicable
- Other, please specify

*Second, you will be asked whether the national women's machinery has adequate financial resources and staff capacity to fulfil its mandate (**YES/NO**) and to choose one of the following statements to describe the evolution of the budget of the national women's machinery over the past five years:*

X The budget of the national women's machinery has increased (as a proportion of overall government spending)

- The budget of the national women's machinery has remained stable (as a proportion of overall government spending)
- The budget of the national women's machinery has declined (as a proportion of overall government spending)
- Not applicable
- Other, please specify

Third, you will be asked to choose among the following options with regards to the guiding vision that best describes the current mandate of your country's national women's machinery's:

- Protecting families, women and children
- Promoting the wellbeing and rights of women and girls

X Ensuring gender equality is realized for all

- Not applicable
- Other, please specify

Finally, you will be asked about the number and names of programmes that the national women's machinery is directly responsible for implementing.

In the narrative report, please provide a summary of the evolution of your country's national machinery for gender equality, its mandate, location within government, current budget (in local currency and as a proportion of total government spending). Where relevant and possible, please provide data to support your responses. (2 pages max.)

See the answer to question 25.

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Under **German Basic Law** (constitutional law), the state is required to pursue active and effective gender equality policy. Article 3 (2) of German Basic Law (GG) in the amended version from 1994 states not only that: "Men and women shall have equal rights" (Article 3 (2) first sentence), but also expressly places the state under obligation to "promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist" (Article 3 (2) second sentence). Thus, the achievement of gender equality is a key component of Federal Government action across all policy areas.

The BMFSFJ is the highest gender equality authority within the Federal Government. The Directorate-General for Gender Equality currently comprises eleven divisions which are divided into two directorates with around 100 employees. The Directorate-General focuses on policy topics such as sustainable economic independence of women and economic gender equality, protecting women against violence, equality in the digital society and the media, participation in politics and society, sex education, pregnancy crisis counselling, reproductive medicine as well as policy for boys and men.

In Germany, gender equality policy is a cross-sectoral topic (gender mainstreaming). Each federal ministry has a mandate to work to achieve gender equality within its areas of responsibility. The Federal Cabinet resolution of 23 June 1999 set out the political mandate to implement gender mainstreaming by recognising the guiding principle of gender equality as a consistent guiding principle in all government activities. And with the amendment to the **Joint Rules of Procedure of the Federal Ministries** (GGO) by a Cabinet resolution of 26 July 2000, **gender mainstreaming** has been an integral component of those procedures ever since. Under Section 2 GGO, all Federal Government ministries must take into account the guiding principle of gender equality in all political, legislative and administrative measures of the Federal Government.

Section 4 (1) of the **Federal Act on Equal Opportunities** (BGleIG) enshrines the elimination and prevention of discrimination on grounds of gender as well as the promotion of gender equality and reconciliation of family and work as consistent guiding principles in all areas of responsibility and decisions of public agencies covered by the scope of the BGleIG. In addition, each supreme federal authority has its own elected equal opportunities commissioner.

The **General Equal Treatment Act** (AGG) came into force in Germany in 2006. The AGG prohibits discrimination based on gender, ethnic origin, religion and belief, disability, age and/or sexual identity. With the entry into force of the AGG, the

independent Federal Anti-Discrimination Agency (FADA), which operates nationwide, commenced its work. The FADA offers consultancy for all individuals who feel they are disadvantaged or discriminated against on account of the reasons stated in the AGG.

At *Länder* level, the respective equality ministries or senate administrations are responsible. The GFMK is the Conference of Ministers that lays the foundations for common equality and women's policy in the German *Länder* and decides measures to provide equal opportunities for women and men in all areas of life. The GFMK usually meets once a year. The chair and management of the GFMK have rotated between the *Länder* on an annual basis since the GFMK was founded in 1991.

Selection of measures

In July 2020, the Federal Cabinet adopted the Federal Government's **Gender Equality Strategy**. With the cross-departmental gender equality strategy, the Federal Government bundles the contributions of the individual federal ministries in the field of gender equality. The measures of the cross-departmental gender equality strategy were implemented by the respective ministries in charge. The BMFSFJ is currently working on the further development of the Gender Equality Strategy.

The Federal Government's **Third Gender Equality Report: 'Shaping digitalisation in a gender-equitable way'** was adopted by the Federal Cabinet in June 2021. The report provides concrete recommendations on the steps that need to be taken to shape the developments in the digital economy in such a way that women and men gain equal capabilities.

Many aspects of the climate crisis affect women and men differently and touch on issues of gender equality. Therefore, a gender-equitable climate and transformation policy that takes these differences into account is needed. In March 2023, the Commission of Experts for the Federal Government's **Fourth Report on Gender Equality** was thus commissioned to address the issue of gender equality in the ecological transformation. The Commission's report is intended to provide concrete recommendations on how a gender-equitable ecological transformation can succeed. The Federal Government intends to use the results to develop effective measures and implement them consistently. The Commission's report is expected in 2025.

According to the Joint Rules of Procedure of the Federal Ministries (GGO), gender mainstreaming is a guiding principle for all political, normative and administrative measures. With regard to legislation, gender mainstreaming is the responsibility of the respective federal ministry – and not exclusively the responsibility of 'women's policy'. In order to facilitate a common standard and to support all federal ministries in this task, the BMFSFJ has drawn up a Working Guide on Section 2 GGO and integrated it into the digital legislative workflow. (Working Guide on Section 2 GGO, as of September 2021: <https://www.bmfsfj.de/resource/blob/186980/e5528c0b2ce90cdc9bc8aa54c6e198c2/arbeitshilfe-gleichstellungsorientierte-gesetzesfolgenabschaetzung-nach-2-ggo-data.pdf>)

The BMFSFJ is working to introduce a **Gender Equality Check** for all measures of the Federal Government.

To further promote gender equality in Germany, the Federal Government established the **Federal Foundation for Gender Equality** (*Bundesstiftung Gleichstellung*) in May 2021. Its aim is to provide information and develop ideas, empower citizens, local authorities, associations and companies, and serve as an 'open house for gender equality' where equality stakeholders can network. The Federal Foundation for Gender Equality will also play a key role in providing data, facts and knowledge on gender equality in Germany.

Annual Budget for Gender Equality 2020-2024, in thousand euros

Charter, Title	2020	2021	2022	2023	2024
1703 531 22: Information in connection with the implementation of the Pregnancy Conflict Act	5,725	5,456	5,456	5,456	5,183
1703 681 21: Subsidies and benefits to support fertility treatments for unwanted childlessness as well as for the expansion of support for pregnant women and for the regulation of confidential births	13,400	13,400	13,700	13,700	9,480
1703 684 24: Grants and benefits for current purposes to organisations and for gender equality policy tasks for the protection and prevention of violence	5,000	5,000	5,000	5,000	4,890
1703 684 26: Grants and benefits for current purposes to organisations and for gender equality policy tasks	21,477	23,087	25,193	22,722	22,674
1703 685 21: Grant to the Federal Foundation for Gender Equality	0	3,000	5,000	5,000	5,329
1703 893 23: Programme to promote innovations in the support system for women affected by violence and their children – construction, modernization and renovation	30,000	30,000	30,000	20,000	30,000
Total	75,602	79,943	84,349	71,878	77,556

Overall budget	508,529,758	572,725,714	495,791,475	461,211,782	476,807,656
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Percentage share	0.0149	0.0140	0.0170	0.0156	0.0163
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26. If there is a national human rights institution in your country, what measures has it taken to address violations of women's rights and promote gender equality?

In the online survey, you will be asked whether there is a national human rights institution in your country (YES/NO) and if so, whether it has a specific mandate to focus on gender equality or discrimination based on sex/gender (YES/NO)

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In doing so, countries are encouraged to report on the institution's role in promoting women's rights in national legislation and policies. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In addition to the GIHR as the national human rights institution, the FADA is Germany's national equality body and has the mandate for combatting discrimination on the basis of sex/gender, among others.

The GIHR is making every effort to promote the application of CEDAW within Germany so as to ensure access to justice for all women (SDG 5 – Gender equality and SDG 16 – Access to justice for all). Among the measures taken for this purpose are (1) an article on the legal status and applicability of CEDAW in the German legal system, which addressed legal practitioners in particular, (2) the publication of the second edition of the international commentary on CEDAW, and (3) participation in the state reporting procedure before the CEDAW Committee (2022-2024), as well as in the UPR on Germany (2023/2024), where the GIHR raised women's human rights as one of its focus areas.

In November 2022, an independent National Rapporteur Mechanism on GBV and an independent National Rapporteur Mechanism on Trafficking in Human Beings were implemented at the GIHR. The Rapporteur Mechanism on GBV has been entrusted with continuous and independent national reporting for the further implementation of the Istanbul Convention. Among other things, it published an analysis on domestic violence in custody and visitation rights cases and an analysis on residence permits for those affected by domestic violence. The National Rapporteur Mechanism on Trafficking in Human Beings supports and enhances measures and reporting at all levels of government and civil society through structured and regular collection of data and its own reporting on trafficking in persons. Both National Rapporteur Mechanisms published a report on the data situation in their field.

Milestones since the foundation of the National Rapporteur Mechanism on GBV have been:

- Development of human rights-based indicators to measure the implementation of the obligations of the Istanbul Convention, including legislative and empirical evidence. The indicators will be published successively. They comprehensively cover all aspects of the Istanbul Convention and fully cover SDG Goal 5.3 and parts of SDG Goals 5.1. – 5.3.
- The launch of the jurisprudence data base '**ius gender & violence**' (*ius gender & gewalt*) in May 2023, including national and relevant European court decisions.
- The publication of the '**Report on the data situation on GBV**' in August 2023, providing the first comprehensive overview on the availability and also lack of data

concerning the Convention obligations.

- Additionally, extensive written statements on legislative reform projects, analysis on specific human rights issues and public relations work on annual topics inform stakeholders ranging from policymakers, civil servants, civil society and the broader public and promote a human-rights based approach in the reduction of GBV. In 2023, it published an analysis on child custody and rights of access in cases of domestic violence and an analysis on residence permits for victims of domestic violence.

The **first periodic reports of both National Rapporteur Mechanisms** will be published at the end of 2024. The report of the National Rapporteur Mechanism on GBV will cover a broad range of obligations from the Istanbul Convention, namely prevention, protection and counselling, child custody and right to access legislation, prosecution and compensation, femicides, protection from violence, asylum and migration, and digital violence. An extensive collection of data from the responsible federal and *Länder* ministries as well as other responsible authorities and civil society infrastructure providers has been completed. This comprehensive report aims to monitor the measures implemented in these thematic areas. It is intended to be published every two years, providing regular updates on the progress made and the challenges faced in meeting the Convention's obligations.

The FADA offers free of charge legal counselling for people who experience discrimination, commissions research and conducts awareness-raising and outreach work. In 2022, the AGG was amended to create the position of the Independent Federal Anti-Discrimination Commissioner as head of FADA. The Commissioner is elected by the German Bundestag for a five-year mandate. The revised Section 28 of the AGG makes it mandatory to involve the Commissioner in all governmental processes (legislation and policy) that are relevant to the mandate of the equality body. Between 2020 and 2024, FADA's budget increased from 4.75 million euros to 14.14 million euros (this includes dedicated funding for civil society-based legal counselling centres). The number of staff members increased from 32 to 44.

In 2023, cases of discrimination on grounds of sex/gender (including gender identity) accounted for 24 percent (1,954 cases) of all enquiries submitted to FADA. While discrimination in employment and the labour market made up 32 percent of all enquiries, a notable 52 percent of enquiries regarding gender discrimination were employment-related.

Measures taken by FADA:

- In 2021, FADA followed up on its previous research work on sexual harassment in the workplace (see Germany's Beijing+25 report) and released the best-practice study '**Examples of good practice in preventing and intervening in sexual harassment in working life**'. The study compiles cases of good practice put in place by employers throughout Germany to address sexual harassment in working life. An in-depth analysis of 25 examples describes the employer's motivation in each case, how the measures are implemented, looks at the integration and effectiveness of each measure and provides useful tips for its transfer.
- In 2021, FADA published the study '**Gender Diversity in Employment and Occupation. Requirements and guidelines to implement anti-discrimination policies for employers**'. The positive civil status 'diverse' (section 22 (3) Civil Status Act (PStG)) was introduced back in 2018. The study looks at how companies can design workplaces and organise work environments in such a way that forms of discrimination on grounds of gender diversity are avoided in all phases of employment and occupation. The study identifies fields of action for anti-discrimination of gender-

diverse persons in employment and occupation and develops approaches for use in achieving the inclusion of gender-diverse persons in the workplace. The key aim is to make employers and functionaries aware of the recognition of gender diversity and offer concrete guidance to aid the inclusion of gender-diverse employees.

- In 2022, FADA released the study report ‘Discrimination experiences of employees with care duties in the context of pregnancy, parental leave and family caregiving’. The study examines the questions of how frequently and in what ways persons with care duties experience discrimination in the context of their work. In addition, the study names fields of action that would need to be tackled in order to reduce discrimination risks for employees with care duties.

Peaceful and inclusive societies

Critical areas of concern

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

In the online survey, you will be asked to select specific actions from the list below:

- Adopted and/or implemented a National Action Plan on women, peace and security**
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks**
 - Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda**
 - Taken steps to reduce excessive military expenditures and/or control the availability of armaments
 - Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms**
 - Other, please specify
 - None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information, including specific actions related to National Action Planning on 1325 and the WPS Humanitarian Action Compact. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In 2021, Germany began implementation of its **Third National Action Plan for the Women, Peace and Security Agenda (NAP WPS-Agenda, 2021-2024)**, its most ambitious yet. Six Federal Government ministries (AA, BMFSFJ, BMI, Federal Ministry of Building, Housing and Urban Development (BMWBS), BMJ and Consumer Protection (BMJV), Federal Ministry of Defence (BMVg), BMZ) are tasked with its implementation. The third National Action Plan builds on the work of the previous two national action plans, implemented for the periods 2017-2020 and 2013-2016. Unlike its predecessors, the Third National Action Plan identifies specific indicators and sets out a monitoring framework. After a two-year period of execution, a halfway workshop was held with the consultation group and the six Federal Government ministries, where they discussed the progress made in implementing the Action Plan.

The **Action Plan defines six priority areas**, four of which are based on the pillars of the WPS agenda:

- **Crisis prevention:** a preventive approach, which takes the gender perspective into account, strengthens women's rights, eliminates existing social inequality and serves to guard against violence in society and armed conflict.
- **Participation:** women enjoy effective, meaningful and equal participation in peace and security processes. Peace processes are designed in such a way that they are inclusive and gender-responsive.
- **Protection and support:** Germany contributes towards long-term, comprehensive support for survivors of SGBV, especially with regard to trauma. Its approach is survivor-centred and human rights based. Those responsible are called to account.
- **Humanitarian assistance, crisis management and reconstruction:** measures for humanitarian assistance, crisis management and reconstruction give better consideration to women's and girls' needs and interests. Gender-responsive, needs-based approaches which boost meaningful participation and leadership by women in the contexts of flight and crises are a prerequisite for both.

The additional two priority areas are directed at:

- **Strengthening the Women, Peace and Security Agenda:** The Women, Peace and Security Agenda has been effectively and systematically enshrined and coordinated at international, regional and bilateral levels. Connections between countries and with civil society are strengthened.
- **Increasing institutional integration and capacities:** The Women, Peace and Security Agenda is enshrined in the Federal Government's structures, continuing professional development programmes and work to increase diversity in the staffing structure of the Federal Government.

The AA's **Guidelines for Feminist Foreign Policy**, issued in 2023, state that the WPS agenda forms the foundation of feminist foreign policy in the realms of peace and security, underlining the political priority the agenda represents for German foreign policy. The BMZ published its **Strategy on Feminist Development Policy**, in which the Women, Peace and Security Agenda is a key component. The National Security Strategy adopted in 2023 also emphasizes that the Federal Government will intensify its commitment to the Women, Peace and Security Agenda and incorporate feminist foreign and development policy.

The WPS agenda strengthens civilian crisis prevention, drives the implementation of human rights and is both a product and an instrument of multilateralism. In other words,

the Women, Peace and Security Agenda addresses many of Germany's basic foreign policy principles. Thus, Germany has continually worked to promote the implementation of the Agenda within the context of its bilateral and multilateral engagement in the United Nations (UN), the EU, the transatlantic Alliance and the Organization for Security and Co-operation in Europe (OSCE).

Implementation of the Action Plan is expressly informed by the principle of a gender-transformative approach and takes in compound discrimination and an intersectional perspective.

Germany has supported a wide range of projects that aim to empower women in peace and security contexts, for instance by supporting gender parity in the Pakistani security sector, involving young women in the political discourse in Iraq and supporting Ethiopia in drafting a National Action Plan for WPS.

The following thus only represents a small selection:

Germany has also supported numerous initiatives aimed at increasing the participation of women in peace processes in different tracks and country contexts, for example in Syria.

With the **African Women Leaders** and the **German-Latin American Unidas networks**, Germany has bolstered participation and responsible leadership by women. Germany helped to implement the Agenda in crisis regions by cooperating with peace activists and promoting projects as well as through the work of our embassies. Since 2021, we have established 60 WPS focal points at our embassies and consulates general.

A particular **focus area for project funding has been on fighting conflict-related sexual violence (CRSV)**. Germany has supported numerous NGOs, including the Mukwege Foundation, which works towards preventing CRSV and providing psychosocial and other means of support to survivors. Several projects, aimed for example at Ukrainian women, have focused on refugees.

28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

In the online survey, you will be asked to select specific actions from the list below:

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements at all levels**
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level**
- Adopted gender-responsive approaches to the prevention and resolution of armed or other conflict**
- Adopted gender-responsive approaches to humanitarian action and crisis response**
- Protected civil society spaces and women's human rights defenders**
- Developed, adopted and/or implemented a high impact National Action Plan on 1325**
- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In 2023, Germany took over as lead of the **Call to Action on Protection from GBV in Emergencies**. One strategic focus during Germany's lead is more inclusion and empowerment of women-led organisations as well as better GBV protection for forcibly displaced persons. Through a number of activities, Germany has leveraged its influence as lead of the Call to Action.

At the **Global Refugee Forum (GRF) 2023**, Germany in cooperation with UNHCR brought together several other states (Australia, the UK, Chile) as well as women-led organizations to co-lead a successful Multistakeholder Pledge on Gender Equality and protection from GBV, which called for better provision of quality GBV services to all forcibly replaced persons, mainstreaming of gender equality in refugee response and better inclusion of women and women refugee-led organizations. With 114 pledges submitted, this was one of the top mobilizing pledges, with a record 38 countries making pledges supporting 47 host countries. At a side event at the 2023 Global Refugee Forum, women refugee-led organisations and refugee youth activists were given voices to reflect on the grave situation regarding GBV-related protection and response in refugee contexts and discuss concrete solutions.

In another event in November 2023, Germany together with the **Emergency Relief Coordinator (ERC)** convened a **High Level Roundtable with Inter-Agency Standing Committee (IASC)** principals, women-led organizations and donor states to discuss prioritization and funding for GBV in humanitarian contexts, resulting in concrete commitments from IASC members to improve GBV prioritization throughout their work and sustainably empower women-led organizations through funding and inclusion in coordination, planning and feedback mechanisms. These commitments will be regularly followed up both by the office of the ERC as well as the Call to Action. More information: <https://www.calltoactiongbv.com/news>

In the last five years, Germany has offered considerable funding to projects empowering women-led organizations in humanitarian assistance. Since 2022, Germany has been funding a UN WOMEN project with a scope of three million euros, aiming at stronger embedment of SGBV in the Human Rights Programme (HRP), better gender analysis and meaningful, sustained inclusion of women-led organizations in coordination and planning structures in humanitarian emergencies, for example in Afghanistan, the DRC, Colombia, Ethiopia and South Sudan. Since 2022, Germany has also provided nine million euros in funding to the UNFPA Humanitarian Thematic Fund, enabling flexible crisis response in the field of SGBV protection and SRH services, as well as the provision of mental health and psychosocial support (MHPSS) to women and girls in humanitarian contexts. Since 2023, Germany has also assisted the Call to Action Field Implementation (CAFI) project with a total of 5.5 million euros in funding. This project's scope is directed at a close and equal partnership with women-led organizations, who form part of the consortium that leads the project, transmitting significant resources directly to women-led organizations, enabling them to take leadership on SGBV prevention and response in their regions. As one result of this funding, regional action plans for better GBV prevention and response were launched, for example by women-led organizations in Lebanon and Nigeria, and women-led organizations were given the opportunity to participate in a number of international conferences.

Germany, as one of the Co-Chairs of the **West Africa Capacity Building Working Group (WAWG)** of the **Global Counter Terrorism Forum (GCTF)**, recognizes that the

ultimate goal of all efforts to prevent and counter terrorism is protecting the civil population. Therefore, the new WAWG Work Plan (2024-2026) ensures that the perspective of women and youth representing a significant and particularly vulnerable part of society is included. The WAWG supports the inclusion of civil society and of organizations representing the perspectives of women and youth in a government's response to terrorism through the integration – whenever possible – of civil society actors into regional events and capacity-building activities.

With regard to the integration of the gender dimension and to the extent possible given its scope, the WAWG actively promotes the implementation of the WPS Agenda. The shortage of gender diversity in the security and defence forces' operations affect strategies, performance, efficiency and, most importantly, the capacity to understand and respond to the needs of communities. In light of this and building on previous GCTF work, the WAWG promotes the integration of a gender perspective in the prevention, investigation, prosecution and adjudication of terrorism-related criminal cases as a key factor in strengthening both the effectiveness of the criminal justice system as well as the respect for women's rights during criminal proceedings. The use of gender-sensitive procedures during the investigation and prosecution phases increases human rights compliance in the criminal justice systems by, for example, boosting their capacity to respond to the specific needs of women victims, witnesses and perpetrators.

In 2023, Germany continued to support local women's organizations via the UN Women's **Peace & Humanitarian Fund** (WPHF) in the fields of conflict prevention and resolution – including in the context of climate security, as well as women's participation in peace processes and protection against SGBV. In particular, Germany provided earmarked funding via the WPHF to women-led civil society organizations in the Philippines, Chad, Afghanistan, Colombia, Nigeria and the Pacific Region. This was done as part of the 'Women & Climate Security' initiative.

In order to strengthen both political and economic participation of women in various refugee situations, the BMZ founded the Action Network on Forced Displacement: Women as Agents of Change in October 2020. The global network serves as a platform for dialogue and makes recommendations to policymakers, the private sector, civil society and local actors.

The Action Network is connected to the WPHF through its Funding Initiative on Forced Displacement. In 2023, the initiative was supported by the BMZ in an amount of 20.5 million euros to assist local civil society organisations in implementing projects to promote the political and economic participation of displaced women and girls in eleven countries. For the period 2021-2023, a total of 105 projects have been approved via the fund connected to the Action Network.

Furthermore, in May 2023, the German Federal Foreign Office (AA) hosted the 'Global Women's Forum for Peace & Humanitarian Action', a three-day conference jointly organized with the WPHF. The conference brought together over 90 representatives of women's civil society worldwide to exchange strategies on how to increase the meaningful participation of women in peace processes and crisis response. The conference resulted in the Berlin Declaration, a document drafted jointly by all participants that includes recommendations for the international donor community on how to adapt financing mechanisms to better meet the needs of women-led civil society organizations engaged in peacebuilding and humanitarian crisis management. The conference also resulted in the creation of several joint advocacy initiatives between the participating organizations.

In addition, Germany also financially supports various networks of women peacebuilders with the aim of increasing female leadership in peacebuilding processes, such as UNIDAS and the African Women Leaders Network (AWLN).

In partnership with UN Women, the BMZ is promoting the participation of women in peace processes in the Middle East, focusing on Iraq, Libya, Yemen and Syria. The programme strengthens the technical expertise and negotiation skills of women, and also the skills and willingness of men to give women a seat at the negotiating table.

29. In the last five years, what actions has your country taken to enhance judicial and non- judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

In the online survey, please select specific actions from the list below:

X Implemented legal and policy reform to redress and prevent violations of the rights of women and girls

Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response

X Strengthened capacity of security sector institutions on human rights and prevention of sexual and GBV and sexual exploitation and abuse

X Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services

X Taken measures to combat illicit arms trafficking

Taken measures to combat the production, use of and trafficking in illicit drugs

X Taken measures to combat trafficking in women and children

Other, please specify

None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Within the framework of the Global Counter Terrorism Forum, Germany actively strengthens institutional capacities, including judicialization of battlefield evidence and formation of technical personnel. Germany is sponsoring the **Second Counter-Terrorism Academic Curriculum (CTAC) Course for Trial Judges** implemented by the International Institute for Justice and the Rule of Law (IJJ). The course aims to equip trial judges responsible for adjudicating terrorism cases with comprehensive knowledge and the skills essential for conducting fair and effective trials. Germany remains committed to supporting the efforts of the IJJ as we did in 2023, when the IJJ successfully delivered its first Trial Judges CTAC. Furthermore, this is the fourth year that Germany is sponsoring the IJJ-implemented programme **'Training of Trainers for West African Practitioners on Mitigating Terrorist Financing Risks, including those Associated with Designated Non-Financial Businesses and Professions (DNFBPs)'**. This project was implemented in 2021 and comprised three regional workshops on mitigating risks associated with abuse of DNFBPs for terrorist financing purposes in West Africa as well as one national training programme on combating the financing of terrorism (CFT) for Nigerian practitioners. The aim of this work is to provide support in building knowledge and skills on preventing, identifying and disrupting illegal activities that contribute to the

financing of terrorist groups in the region.

Germany has implemented both legal and policy reforms to redress and prevent violations of the rights of women and girls. For over 20 years, section 8 (1) 4 (War crimes against persons) of the Code of Crimes against International Law (*Völkerstrafgesetzbuch*, VStGB) has stated that:

Whoever in connection with an international armed conflict or with an armed conflict not of an international character [...]

4. sexually coerces, rapes, forces into prostitution or deprives a person who is to be protected under international humanitarian law of his or her reproductive capacity, or confines a woman forcibly made pregnant with the intent of affecting the ethnic composition of any population, [...] shall be punished, [...] in the cases referred to under numbers 3 to 5, with imprisonment for not less than three years, [...].

In violent situations which do not reach the threshold of an armed conflict, but of a widespread or systematic attack directed against a civilian population, section 7 (1) 6 and 10 (Crimes against humanity) VStGB has contained provisions covering the respective crimes as well as the crime of gender-based persecution:

Whoever, as part of a widespread or systematic attack directed against any civilian population, [...]

6. sexually coerces, rapes, forces into prostitution or deprives a person of his or her reproductive capacity, or confines a woman forcibly made pregnant with the intent of affecting the ethnic composition of any population, [...]

10. persecutes an identifiable group or collectivity by depriving such group or collectivity of fundamental human rights, or by substantially restricting the same, on political, racial, national, ethnic, cultural or religious, gender or other grounds that are recognised as impermissible under the general rules of international law shall be punished, [...] in the cases referred to under numbers 3 to 7, with imprisonment for not less than five years, and, in the cases referred to under numbers 8 to 10, with imprisonment for not less than three years.

In summer 2024, the German Bundestag adopted a bill on the further development of international criminal law, which takes into account the need for revision, particularly in the area of sexualized violence. The bill integrates new elements of the crime of sexual slavery, sexual assault and forced abortion, and also expands the element of the crime of forced pregnancy (from now on to be gender-neutral).

In the last years, the Federal Public Prosecutor General (overall budget for 2024 almost 60 million euros) has investigated a large number of cases of sexualized violence in connection with armed conflicts around the world and continues to do so. Examples include crimes in connection with the genocide in Rwanda, the actions of militia members of the *Forces Démocratiques de Libération du Rwanda* (FDLR) marauding in eastern Congo to the detriment of the civilian population there, actions of the Syrian regime, the prosecution of the systematic sexualized violence committed by members of the so-called 'Islamic State' against Yazidi women and girls and crimes in connection with Russia's war of aggression against Ukraine.

In November 2021, the Higher Regional Court of Frankfurt convicted Iraqi national Taha A.-J. in a landmark trial (being the first-ever conviction of an IS member for genocide in the world) for his enslavement and abuse of a Yazidi woman and her five-year-old daughter which resulted in the girl's death (both the genocide conviction and life sentence were affirmed on appeal). Taha A.-J.'s ex-wife Jennifer W. was convicted by the Higher Regional Court of Munich and sentenced to 14 years in prison.

In January 2022, the Higher Regional Court in Koblenz found Anwar R., a former colonel of the Syrian regime, guilty of co-perpetration of crimes against humanity in the form of torture, murder in 27 cases, assault in 25 cases, in addition to several counts of rape and sexual assault. Anwar R. was sentenced to life imprisonment.

Experience has shown that there is hardly any international or non-international conflict or crime against humanity in which sexualized violence is not used as a targeted weapon against the opposing party and especially against the civilian population. As such crimes often come with an inhibition to testify, especially on the part of victim witnesses, the interrogations of female victims of sexualized violence are conducted exclusively in the presence of female persons. The investigators and interpreters appointed by the investigating authorities are exclusively female.

A positive example of how crimes of the aforementioned type can be investigated and those responsible for them convicted by German courts are the convictions for acts committed against Yazidi women by the so-called Islamic State (IS). A large number of witnesses to these crimes are in Germany. Due to the close ties within the Yazidi community and the general agreement within the community to enable criminal proceedings against the perpetrators of the genocide against the Yazidis and to report sexualized violence for this purpose, Yazidi victims have testified as witnesses before German courts. The witnesses were interrogated by specially trained German police interrogators and employees of international evidence-gathering mechanisms (UNITAD, IIM), who interrogated the victims of sexualized violence with particular cultural sensitivity. In court proceedings, the witnesses have also made use of the existing legal options of joint plaintiff representation and witness assistance and, in appropriate cases, psychosocial trial support. In many cases, they also received advice and support from NGO staff.

In July 2019, the Federal Government adopted the **‘Interministerial Strategy to Support Dealing with the Past and Reconciliation (Transitional Justice)’** as part of its **‘Guidelines on Preventing Crises, Resolving Conflicts, Building Peace’**. Based on this framework, the BMZ is funding the Global Learning Hub for Transitional Justice and Reconciliation. The Hub strengthens partnerships between German actors and partners from around the world and advances transitional justice policy and practice through dialogue, mutual learning, knowledge generation, capacity development and advisory services. More information: <https://transitionaljusticehub.org/>

The BMZ promotes institutional capacity development, as for example in the Special Jurisdiction for Peace (JEP) and the Search Unit for Missing Persons (UBPD) in Colombia. Germany encourages better coordination of the institutions that have emerged from various peace agreements in Colombia, thereby promoting the inclusion of victims and their access to transitional justice systems. A special focus is placed on an intersectional approach and the participation of marginalized groups, including women, LGBTIQ+ persons, youth and indigenous communities.

30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

In the online survey, you will be asked to select specific actions from the list below:

X Taken measures to combat discriminatory social norms and practices and increased awareness of the needs and potential of girl children

- Strengthened girls’ access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage

X Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices such as child, early and forced marriage and female genital mutilation

- Implemented policies and programmes to eradicate child labour and to recognize, reduce and redistribute unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life

X Incorporated STEM education/closure of gender digital divide in access to digital tools and competencies for girls

- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Germany is fully committed to the UN Convention on the Rights of the Child (CRC) and gives the progressive implementation of this Convention the highest priority. In Germany's federal system, the implementation and strengthening of children's rights is a cross-cutting task and therefore also the responsibility of all political actors, from local authority level to the *Länder* and federal levels. Regular exchange and constant cooperation with civil society organizations, for example within the framework of the state reporting process, also contribute to the successful implementation of the Convention.

The three-pillar principle of the right to protection, support and participation guides the action taken.

The German Federal Government – like the UN CRC itself – does not fundamentally differentiate between genders. Girls have the same rights as boys. No child may be disadvantaged. All children have the right to grow up healthy, to go to school and to be protected from any form of violence. Where this is not the case, the state must take countermeasures. In Germany, cross-cutting issues such as children's rights and their implementation are coordinated at the federal level in tried and tested structures, such as the Conference of Youth and Family Ministers of the *Länder* (JFMK), the Association of the Supreme *Länder* Youth and Family Authorities (AGJF), the Federal Association of *Länder* Youth Welfare Offices (BAGLJÄ) and various federal-*Länder* working groups. The municipal umbrella organizations, the Association of German Cities (DST), the German Association of Towns and Municipalities (DStGB) and the German County Association (DLT) are also part of this broad exchange, which has proven its worth and is continually being developed further.

The Federal Government supports a wide range of measures and projects to implement children's rights and make them better known. One example is the 'Child-Friendly Municipalities' project, in which the Federal Government offers interested municipalities technical support so that they can become more aware of children's rights and, as a result, strengthen the participation of children. In addition, the Federal Government supports central civil society organizations such as the '**National Coalition – Network for the Implementation of the UN Convention on the Rights of the Child**' and the '**German Children's Fund**' (DKHW). In 2022 and 2023, the BMFSFJ, together with the National Coalition, also published a children's rights brochure and a workbook that also address issues such as discrimination. As of 2024, the BMFSFJ has been offering a mobile children's rights exhibition to interested cities, municipalities, schools and associations nationwide for loan.

The school, as a central place for the development of children, is a particularly relevant field of action for strengthening children's rights. As education in Germany is a matter for the *Länder*, the individual *Länder* are primarily responsible. The Federal Government is, however, also involved by supporting individual projects and measures, for example by supporting the nationwide '**Children's Rights Schools**' project, which has been run by the DKHW since 2013.

In June 2024, the Federal Government passed a draft law strengthening the structures on combating sexual violence against children and juveniles. The draft law anchors and develops important structures such as the Independent Commissioner for Child Sexual Abuse, the Survivors' Board and the Independent Inquiry into Child Sexual Abuse in Germany. It is designed to improve the protection of children and juveniles from sexual violence and exploitation, and aid survivors in overcoming their experiences. The prevention of sexual violence and the quality development of child protection services will also be strengthened.

The Federal Government's letter of protection against female genital mutilation was published in February 2021. The protection letter is available in 16 languages and can be ordered free of charge on the website of the BMFSFJ (<https://www.bundesregierung.de/breg-de/service/publikationen/schutzbrief-gegen-weibliche-genitalverstuemmung-sprache-englisch-1934450>). The protection letter provides information about the criminal liability of female genital mutilation, including when it is carried out abroad, and about the possible consequences under immigration law after the offence has been carried out. It provides information about the physical and psychological health consequences and about where threatened women and girls seeking protection can turn to. It is aimed to give preventive information to affected and threatened women and girls and their families as well as the professional and general public in Germany. It is also designed to provide preventive protection when traveling in the countries of origin. Costs for design, translations, first print edition and six reprints amount to 221,693,31 euros. In order to promote the protection letter, the BMFSFJ funded a project of nationwide training courses on how to use the letter of protection against female genital mutilation in 2021, costs amount to 90,767,24 euros. As part of the project, community organizers were trained and skilled workers in the health sector, the social sector, in refugee shelters and counselling centres who work with affected and at-risk women and girls learned how to apply the protection letter in their daily work.

From July 2023 to the end of January 2024, the BMFSFJ funded a project in which a short film was developed and produced together with representatives from the communities to raise awareness about female genital mutilation and the letter of protection – costs 144,800 euros. The film aims to empower women and girls to prevent female genital mutilation and has been translated into the 16 languages of the protection letter (link: <https://www.diakonie-altholstein.de/de/fachstelle-tabu-du-bist-der-schluessel-filmpremiere-zum-schutzbrief-der-bundesregierung>).

GBV is often based on harmful social norms and beliefs that reflect prevailing patriarchal power relations. Germany's Feminist Development Policy pursues the goal of identifying these harmful norms and power structures and overcoming them with gender-transformative approaches. For details, see the answer to question 31. Since 2021, Germany has been supporting the UN Trust Fund to End Violence against Women, providing 7.9 million euros up to 2024. The UN Trust Fund quickly and efficiently supports local initiatives and organisations that address GBV systemically. In order to strengthen gender-transformative approaches to overcoming female genital mutilation globally in the future, the BMZ is supporting the UNFPA-UNICEF Joint Programme on the Elimination of Female Genital Mutilation in its fourth phase, providing 1.9 million euros in the period 2023 to 2024.

Since 2017, the BMZ has been supporting a regional programme to prevent female genital mutilation and other forms of GBV against girls in the Horn of Africa. Implemented in Ethiopia, Somalia and Sudan, the programme promotes education and awareness-raising work at local level and strengthens community-based approaches. This will be achieved through activities such as the implementation of generational dialogues. More information: [Working for Sustainable Change Best Practices from the GIZ Regional Programme on the Prevention of FGM](#)

As part of the German G20 presidency in 2017, Germany successfully placed the issue of digital inclusion of women and girls on the G20 agenda and launched the #eSkills4Girls initiative. The initiative called on G20 members to overcome the digital gender divide and promoted the participation of women and girls in the technology sector, particularly in low-income countries. The focus of the initiative was on training in digital skills, integrating digital technologies into vocational and non-formal education, and raising awareness of career opportunities in the tech sector. Upon completion of the initiative in 2022, Germany, through #eSkills4Girls, has reached over 60,000 women and girls.

Environmental conservation, protection and rehabilitation

Critical areas of concern

- I. Human rights of women
- K. Women and the environment
- L. The girl child

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

In the online survey, you will be asked to select specific actions from the list below:

- X Supported women's participation and leadership in environmental and natural resource management and governance**
- X Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)**
- X Increased women's access to and control over land, water, energy, and other natural resources**
- X Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment**
- X Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-resilient agricultural technology**
- X Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques**
- X Taken steps to ensure that women benefit equally from decent jobs in the green**

economy

X Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Germany is striving to strengthen the gender perspective in environmental and climate policy. Since environmental policy and climate policy are closely linked and climate policy in particular can only be successful in a global context, the focus of Germany's efforts is on the international field.

International Climate Initiative

Since 2008, the Federal Government has been promoting the protection of the climate and biodiversity in the Global South through its International Climate Initiative (IKI). In order to address the interactions between climate change, biodiversity loss and gender, achieving gender equality is a key factor for the IKI. Since 2021, the '[IKI Gender Strategy](#)' has been implemented under the IKI, providing the overarching framework for the promotion of gender equality at programme and project level. To this end, IKI projects are now required to be designed in such a way that the rights of women and members of gender minorities are both taken into account and strengthened, and that gender-based disadvantages and discrimination are reduced. The [IKI Gender Action Plan](#) (term: January 2024–January 2026) is instrumental in the implementation of the IKI Gender Strategy. The Strategy and the Action Plan define five strategic fields of action: governance, criteria for implementing organisations, gender competence, knowledge management and communication, resources and budget.

Since May 2022, minimum criteria have applied to all project proposals which, among other things, require the submission of a gender analysis. All projects that have been requested to submit a project proposal from 2023 onwards are required to complete a gender analysis and fill in the gender annex template specially developed for IKI project proposals to ensure gender-responsive project planning and implementation. By ensuring that IKI projects consider context-specific gender relations, an improved contribution to protecting the climate and conserving biodiversity is being pursued. The Action Plan includes a number of measures, such as the development of a community of practice launched in 2024. The Gender Community of Practice aims to support the IKI's implementing organisations and enhance both knowledge exchange and lessons learned regarding their experiences in implementing the IKI Gender Strategy and promoting gender justice with their projects.

Germany's Feminist Development Policy

Germany's Feminist Development Policy recognises the climate crisis as a social challenge and focuses on discriminatory power structures. In order to overcome these, the BMZ pursues a human rights-based, intersectional and gender-transformative approach and promotes closer cooperation with local civil society. The Development Policy Action Plan on Gender Equality (Gender Action Plan) translates feminist development policy into exemplary measures and indicators for the period 2023-2027. For example, the BMZ has committed to substantially increase the proportion of financial resources for the promotion of gender equality in partner countries: by 2025, the

proportion of newly-committed project funds for the promotion of gender equality is to be increased to a total of 93 percent. The empowerment of women and marginalised groups in the context of climate change is an important topic in the Gender Action Plan, particularly in the priority areas of just transition, food security and rural development. For example, the BMZ conducts the following measures together with its partner countries:

- The project **‘Supporting the gender just implementation of the Paris Agreement’** (duration: 2022-2025, budget: 500,000 euros), implemented by Woman Engage for a Common Future (WECF), contributes to the global debate on a gender-just transition and seeks to considerably improve the data situation by conducting comprehensive gender analyses and monitoring activities in three focus countries: Georgia, Colombia, and Uganda. In addition, targeted training and mentoring programmes aim at empowering civil society organisations to effectively engage in gender-transformative climate action and help increase the representation of women in all their diversity (and their networks) in central decision-making bodies.
- The project **‘Circular City Labs – Testing Reusable Packaging Systems in Cities’** (duration: 2022-2025, budget: 3,000,000 euros) aims to support the uptake of reusable packaging systems in cities, focusing on reuse systems in various sectors. Recognizing not only the key role women play in sustainable consumption, but also seeing the transition to a circular economy as a chance to increase gender equality and women’s participation in the economy, this project addresses predominantly women-led businesses and women partners.
- The **Global Programme Responsible Land Policy** (GPRLP) aims to improve access to land, especially for women and marginalized groups in all their diversity. The programme promotes gender equality by increasing female ownership of land and strengthening capacities for gender-sensitive land management.
- The **‘Protection and Sustainable Use of Forest Ecosystems and Biodiversity’** (ProFEB) project promotes inclusive multi-stakeholder processes for the sustainable use of forest resources in Laos. Among other activities, the project involves collaboration with the Lao Women’s Union to establish a women’s council at district level to promote gender equality and women’s rights to resources in the co-management of Hin Nam No National Park. Additionally, ProFEB provides training sessions on women’s leadership and gender equality, involving both women and men from the guardian villages surrounding the national park.
- The global project **‘Women Empowerment for Resilient Rural Areas’** (WE4R, duration: 2024-2028, budget: 10.7 million euros) addresses the central intersection of sustainable land management of the three Rio Conventions. In line with the ‘3 Rs’ approach of feminist development policy, WE4R aims to strengthen women’s rights, their access to resources and representation in rural areas in the context of sustainable land resource management.

International chemical management

The negotiation process shaping international chemicals policy beyond 2020 (Strategic Approach to International Chemicals Management, SAICM Beyond 2020), which has been ongoing since 2015 under the German presidency and was concluded with the adoption of the Global Framework on Chemicals (GFC) by the 5th International Conference on the Chemicals Management (ICCM5) in Bonn in 2023, was an important opportunity to draw attention to the interface between gender and chemicals and to integrate gender mainstreaming instruments. In addition, the negotiation process

initiated in 2022 on a new Science-Policy Panel (SPP) offers a further opportunity to strengthen the topic in the dialogue between science and politics.

As part of these two negotiation processes, the German Federal Environment Ministry (BMUV) is supporting a project to develop and publish position papers and information materials, and the organisation of webinars for political decision-makers. As part of this project, the informal '**Women and Gender Group at SAICM**' was supported to promote the development and coordination of Resolution V/4: 'Mainstreaming a gender perspective and promoting gender equality and empowerment of all women and girls in chemicals and waste management' in the run-up to ICCM5. This resolution adopted by ICCM5 provides, for example, for the development of a gender action plan for the GFC.

The **Gender & Chemicals Partnership** (G&CP) is an international, multi-stakeholder partnership launched at ICCM5 in 2023. The partners work together to promote gender equality and the empowerment of women and girls in chemicals and waste management and to support addressing the global pollution crisis and contributing to the implementation of the 2030 Agenda and the Beijing Declaration and Platform for Action. The interim Board members are the Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection of Germany (BMUV), the Foreign Office of Mexico, the United Nations Institute for Training and Research (UNITAR) and Zero Discharge of Hazardous Chemicals (ZDHC). The MSP Institute e.V. serves as the secretariat of the G&CP.

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

In the online survey, please select specific actions from the list below:

- Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate and environmental resilience policies, programmes and projects**
- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of climate change, environmental degradation and disasters**
- Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction and building climate and environmental resilience (e.g. disaster laws addressing vulnerability of women in disaster)
- Other (please specify)
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the framework of the Gender Action Plan, the BMZ has committed to:

- Promote gender-equitable and adaptable social security systems that protect women in particular against climate risks
- Strengthen the equal participation of people with disabilities in disaster risk management and in national climate adaptation strategies, for example through

inclusive and accessible warning systems and evacuation measures

- Promote gender-equitable approaches to financial protection against climate risks, for example as part of the Global Shield against Climate Risks. The Global Shield aims to increase financial protection against climate and disaster-related risks for marginalized people and vulnerable countries.

In the past five years, several measures have been taken to integrate gender perspectives into policies and programmes on disaster risk reduction and building environmental and climate resilience. A cross-component gender event, **‘Mainstreaming Gender into the Debates on Human Mobility in the Context of Climate Change (HMCCC) – What Role for the Feminist Development Policy?’** was held, presenting best practices and discussing challenges and approaches from diverse actors, all under the lens of a gender-transformative approach and the “3 Rs” approach. A free e-learning course on HMCCC was created, and a gender case study from the Global Programme was conducted. A systematic gender review, ‘Dimensions of Gender and Human Mobility in the Context of Climate Change (HMCCC)’, highlighted the inherently gendered nature of HMCCC by presenting findings from literature and interviews from the Philippines, the Caribbean, the Pacific, and East Africa.

The BMZ aligns its efforts with various international frameworks that address the gender-specific impacts of the climate-security nexus, such as the Women and Climate Security Initiative, the Women Peace and Security Agenda, the Gender Action Plan of the Sendai Framework for Disaster Risk Reduction, and the EU Gender Action Plan III.

The BMZ places a strong emphasis on mainstreaming gender perspectives into disaster risk reduction (DRR) policies and programmes at global level. To achieve this, the BMZ partners with key multilateral organizations such as the United Nations Office for Disaster Risk Reduction (UNDRR) and the World Bank’s Global Facility for Disaster Reduction and Recovery (GFDRR). Through these partnerships, the BMZ actively works to integrate its Feminist Development Policy approaches into the DRR strategies and activities of the UN and World Bank systems. This includes a focus on the ‘All of Society’ and ‘Leave No One Behind’ principles, promoting a more inclusive and effective approach to disaster risk management that considers the needs of all marginalized groups.

Global Initiative for Disaster Risk Management

The **‘Global Initiative for Disaster Risk Management’** (GIDRM, 2013-2023) was commissioned by BMZ. The initiative aims to dismantle barriers that impede women and other marginalized groups (including persons with disabilities) from accessing information, resources, and services, thereby enhancing their disaster preparedness and resilience. A noteworthy example is the GIDRM’s work with the Centre for Disability in Development (CDD) in Bangladesh, acknowledging the importance of gender and disability inclusion in risk-informed development for improved disaster resilience. Link: [Landingpage | The Global Initiative on Disaster Risk Management \(gidrm.net\)](#)

Resilience Initiative Africa (RIA) (2022-2026)

The RIA advocates for risk-informed urban development in Africa, recognizing that women, girls, and other marginalized groups are often disproportionately affected by hazards and disasters arising from climate change, state fragility, conflict, inadequate infrastructure, and poor health care in urban areas. The RIA, which was commissioned by BMZ, focuses on cooperation with women’s groups, civil society organizations, and organizations representing marginalized communities, promoting their active participation in risk analyses and profiling of urban areas and informal settlements. This

is done in close collaboration with UNDRR's Making Cities Resilient 2030 campaign and the civil society network Slum Dwellers International. Link: <https://www.giz.de/en/downloads/giz2024-en-Resilience-Initiative-Africa.pdf>

Transitional development assistance

The goal of transitional development assistance (TDA) is to strengthen the resilience of people and local structures to crisis impacts. This multi-sectoral approach spans food and nutrition security, rebuilding basic infrastructure and services, disaster risk management, and peaceful and inclusive communities. TDA's disaster risk management projects are based on comprehensive risk, resilience, and gender analyses, with peace and conflict analyses when necessary. Local administrations and civil society are closely involved, promoting participatory and decentralized approaches. These projects explicitly include people particularly at risk from disasters due to physical restrictions or discrimination. The new strategy on transitional development assistance was published by the BMZ in July 2020. Link: <https://www.bmz.de/en/issues/transitional-development-assistance>

Section Four: National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

In the online survey, you will be asked if your country has a valid national strategy or action plan for gender equality (YES/NO). If YES, you will be asked if the gender equality strategy or action plan been costed and have sufficient resources been allocated to its achievement in the current budget (YES/NO).

In the narrative report, please provide a summary of goals, targets, and priority actions, including target population, budget, status of implementation, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The Federal Government's first **National Gender Equality Strategy** was adopted by the Federal Cabinet in July 2020. The cross-departmental strategy bundles over 60 measures from the individual federal ministries in the field of gender equality. The measures in the Gender Equality Strategy are implemented by the respective lead ministries. The aim is to accelerate the removal of existing structural barriers to gender equality. Cross-departmental cooperation takes account of the breadth of gender equality policy. The Gender Equality Strategy identifies key gender equality policy issues in order to derive gender equality policy goals and to name key measures with which these goals are to be achieved. In terms of content, it is based on the recommendations of the Federal Government's Second Gender Equality Report. The following questions formed the starting point for the Gender Equality Strategy:

- How can we ensure that women and men can live equally well from their income, develop professionally and take on caring responsibilities over the course of their lives?
- How can we ensure that women and men are equally involved in shaping the future of our country in business, politics, culture and science?

How can the Federal Government establish equal rights for women and men in all policy areas?

The First Gender Equality Strategy contains measures that:

- Strengthen women with a migration background (e.g. the ESF federal programmes *Stark im Beruf, Fem.OS - Aufsuchendes Orientierungs- und Beratungs-System in den sozialen Medien für Migrantinnen* and the **Helene Weber College** (*Helene-Weber-Kolleg*) for the political participation of migrant women)
- Support women in rural areas (e.g. the BMFSFJ-funded project *Selbst ist die Frau!* ('It's up to the woman!') of the German Rural Women's Association)

The measures of the interdepartmental equality strategy are implemented on an ongoing basis by the respective lead departments. In the implementation report at the end of the last legislative period (2021), 16 measures had been completed, 46 were ongoing, two were still being planned and three were still outstanding. In their Coalition Agreement, the coalition parties of the Federal Government agreed to further develop the first Gender Equality Strategy. The further development will focus on economic equality up to the year 2030. The central goals of the next equality strategy are:

- Equal pay and independent economic security throughout the life course
- Strengthening social professions as attractive and permeable career professions
- Gender equality policy standards in the digital living and working environment
- Strengthening the compatibility of family, care and work – promoting an equal distribution of paid work and unpaid care work between women and men
- Equal career opportunities and participation of women and men in management positions
- Equal participation of women in parliaments at all levels
- Equal presence and participation of women and men in culture and science
- The federal public service is expanding its pioneering role in the compatibility for and equal participation of women in leadership positions

In addition to this, the Federal Government, under the leadership of the BMFSFJ, is also developing its own **first interdepartmental national strategy for the protection against violence based on the requirements of the Council of Europe's Istanbul Convention** in the additional priority area of violence prevention and protection against GBV.

In other areas, such as initiatives for marginalized groups like the LGBTIQ+ community, comprehensive political strategies have also been launched in recent years. For example, the Federal Government adopted an **Action Plan for the Acceptance and Protection of Sexual and Gender Diversity** (*Aktionsplan Queer Leben*) for the first time in 2022.

Regarding the 2030 Agenda, the German Sustainable Development Strategy translated the Sustainable Development Goals (SDGs) of the 2030 Agenda into a national strategy and also took gender equality indicators into account.

34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

In the online survey, you will be asked if your country tracks the proportion of the

national budget that is invested in the promotion of gender equality and the empowerment of women (YES/NO)

and/or,

in the case of donor countries, the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women

(YES/NO/not applicable)

In the narrative report, where possible, please provide disaggregated information and data on resources allocated to specific critical areas of the BPfA as well as reflections on achievements and challenges encountered in making budgets gender responsive. (2 pages max.)

Since 2018, Germany has been classified by the OECD as a country in which gender budgeting is applied. In Germany, a comparatively broad definition is applied in which the documentation of impacts on gender equality is not carried out in the federal budget, but at the level of the line ministries. It is the task of the line ministries to take gender equality policy objectives and gender effects into account when designing their respective specialised policy. The line ministries are responsible for assessing the impact of their respective programmes. The principle of equality between women and men (gender mainstreaming) is enshrined as a guiding principle in Section 2 of the Joint Rules of Procedure of the Federal Ministries (GGO).

Therefore, there is no separate system for centralized tracking of the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women.

The Federal Government has broadened the perspective to further develop sustainability and the impact orientation of expenditure within the two most recent Spending Reviews. The Federal Government is currently introducing a budget signalling and tagging system applied to the SDGs, starting with a representative selection of budget items in the draft for the 2025 federal budget. In this context, federal expenditure can be linked to achieving SDG 5: Gender Equality.

With regard to applying a gender budgeting tool in official development assistance, the Federal Government uses the cross-sectoral OECD-DAC marker for gender equality (GE marker) for its project funding. The GE marker statistically tracks all activities that target gender equality as a policy objective. Projects that are designed with the principal or significant objective to advance gender equality, the empowerment of women and girls, to reduce gender discrimination or inequalities or to meet gender-specific needs receive a GE2 or GE1 marker respectively.

With its Feminist Development Policy, the Federal Government has committed to increasing the proportion of new project funding advancing gender equality to 93 percent by 2025. The Federal Government will double the proportion of new project funding for measures with the principal objective of gender equality, taking it to at least eight percent by 2025.

Finally, gender budgeting is also applied in Germany's Feminist Foreign Policy. Feminist Foreign Policy seeks to achieve equality for women and girls worldwide and attends to the particular concerns of marginalized groups. In order to pave the way for women and girls to have equal access to resources, the AA has begun to systematically allocate financial resources in the service of Feminist Foreign Policy. The target is to apply gender budgeting to all project funding by the end of the legislative period and gradually expand

it to the entire budget. In concrete terms, the Federal Foreign Office (AA) aims to allocate 85 percent of project funding on a gender-sensitive basis and eight percent on a gender-transformative basis by 2025, taking the OECD criteria as a guide.

The AA has already taken the first steps towards gender budgeting in human rights policy, the cultural sector and humanitarian assistance. In the Directorate-General for International Order, the United Nations and Arms Control, up to 50 percent of human rights project funds are to be spent on projects to promote women and marginalized groups for the first time in 2023. The Directorate-General for Crisis Prevention, Stabilisation, Peacebuilding and Humanitarian Assistance has set itself the target of deploying 100 percent of humanitarian assistance in a gender-sensitive manner at minimum and wherever appropriate a gender-targeted manner within this legislative period.

The AA will now continue down this path by establishing systematic gender budgeting throughout the institution on the basis of an inclusive concept of gender. In a first step, it has already ensured that it will be mandatory to review gender categories based on OECD criteria for all project funding as of the Federal Foreign Office 2023 budget. In 2023, this funding amounts to 5.5 billion euros out of an overall budget of 7.5 billion euros. This requirement applies equally – but not only – to the more than 60 percent of the AA’s funding that is part of the Federal Government’s official development assistance (ODA). Thus the AA is in a position to take budget decisions tailored to gender equality in all working areas in which project funding is allocated. The aim for the future is to deploy all AA project funding in such a way that it meets the standard of equal access to and utilization of resources for women and men. In a second step, the AA is therefore setting itself the goal of applying gender budgeting to all project funding by the end of the legislative period and gradually expanding it to the ministry’s entire budget. In 2023 the amount of 2.7 billion euros (69.12 percent) was allocated on a gender-sensitive basis, 89.1 million euros (2.29 per cent) on a gender-transformative basis.

35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the BPfA and the 2030 Agenda for Sustainable Development?

In the online survey, you will be asked if participatory mechanisms are in place (YES/NO) and select the stakeholders that have participated through formal channels from the below list:

- Civil society organizations**
- Women’s rights organizations**
 - Academia and think tanks
 - Faith-based organizations
- Parliaments/parliamentary committees**
 - Private sector
 - United Nations system
 - Not applicable
 - Other actors, please specify
 - None of the above

You will also be asked if gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation (YES/NO).

In the narrative report, please describe participatory processes and mechanisms, including their impact on the implementation of the BPfA and the 2030 Agenda. Please also describe any mechanisms that are in place to ensure that women and girls from marginalized groups (listed under question 3 above) can participate and that their concerns are reflected in these processes. (1 page max.)

As part of the Beijing+30 process, the Federal Government is intensively involving civil society. As part of the preparations for the Commission on the Status of Women (CSW) in New York in March 2025, several events are being held with women's rights organizations and other NGOs on Beijing+30 and 40 years of CEDAW ratification by Germany, in which the Federal Government will also participate at ministerial level. A parliamentary delegation from the German Bundestag is expected to take part in the CSW in 2025, as well as several NGOs.

36. Please describe how stakeholders have contributed to the preparation of the present national report.

In answering this question as part of the narrative report, countries are encouraged to describe participatory process and to reflect on the contributions that different stakeholders have made to the national report. (1 page max.)

The Federal Government cooperates with civil society in many ways in the area of gender equality, so that many of its findings have been indirectly incorporated into this report. The processes cannot be strictly separated from one another, so that a breakdown into individual areas does not appear to make sense. In addition to the extensive involvement of civil society in the CSW, for example, the Federal Government is also supporting the CEDAW Alliance of 35 civil society organizations for the first time.

37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the UPR or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

In answering this question as part of the narrative report, please indicate the year of your last review under CEDAW or the UPR and outline any follow-up actions your country has taken to implement the resulting recommendations. (1 page max.)

The last hearing in the state reporting procedure on Germany's Ninth State Report took place in May 2023. The next written information (follow-up report) on the implementation of four of the CEDAW Committee's recommendations will be presented in late spring 2025.

On 9 November 2023, Germany underwent its fourth examination in the UPR. Since the review hearing, Germany had closely examined all 346 recommendations. All relevant federal ministries, government commissioners and the **Standing Conference of the Ministers of Education and Cultural Affairs of the Länder (KMK)** were involved to ensure a whole-of-government approach.

Following the review, the Federal Government's Commissioner for Human Rights and Humanitarian Affairs as well as the relevant government ministries met with civil society representatives and the GIHR and discussed the outcome of Germany's UPR based on a draft of Germany's outcome report.

Of the 346 recommendations received, on 25 March 2024 the Federal government accepted 283 recommendations and noted 63, including some where Germany shared the objective, but considered it already implemented in German law and practice.

Germany has started to work on the implementation of the 283 recommendations supported. Germany provides updates on the progress achieved in relation to the UPR recommendations in its biannual Human Rights Report.

Section Five: Data and statistics

38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

In the online survey, you will be asked to select specific actions from the list below:

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)**
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, GBV, asset ownership, poverty, disability)**
- Improved administrative-based or alternative data sources to address gender data gaps
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**
- Developed a centralized web-based database and/or dashboard on gender statistics**
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other, please specify
- None of the above

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the past five years, examples for new developments in the field of gender statistics in Germany include the following:

1. The Federal Foundation for Gender Equality is cooperating closely with the BMFSFJ and the Federal Statistical Office (FSO) in providing information and data that indicate the areas in which further action is needed.

2. Coordination on gender statistics-related topics within the FSO has been further strengthened in recent years. National and international data requests are received at a single contact point and replied to in close cooperation with the respective subject matter departments in charge of the production of the indicators asked for. The FSO also takes part in national and international working groups to improve and further develop the collection, processing and dissemination of gender statistics. Together with the BMFSFJ and the Federal Foundation for Gender Equality, the FSO closely cooperates with an expert group established by the Conference of Gender Equality and Women's Affairs Ministers and Senators (GFMK) to further develop relevant indicators on gender equality and to publish these indicators in the German Equality Atlas.
3. National centralized web-based databases on gender statistics were developed and implemented:
 - a. Since 2021, the BMFSFJ has published the **Gender Equality Atlas for Germany** as a web application. In a cooperation project, the FSO takes charge of the provision, processing and quality assurance of the data used for the Atlas. The Gender Equality Atlas gives an extensive overview of the regional differences in the equality of women and men in Germany. The Atlas uses 40 indicators to show the percentage of women and men in leading positions in government, research and industry, as well as the gender-specific differences in education and career choices and how women and men share income and unpaid care work. It enables easy navigation to each of the 40 equality indicators in five general topics. An interactive map provides access to data regarding the regional differences. Users can choose to display either the percentage of women or the percentage of men. For many indicators, information is also available at district level. Several interactive features provide background information, such as a time series on the indicator selected. Furthermore, the statistics presented in the Atlas can be downloaded for further use in CSV format. An English version of the Gender Equality Atlas is available at: <https://www.bmfsfj.de/bmfsfj/meta/en/equality/equalityatlas>
 - b. Since April 2023, the FSO has provided a topical website containing gender equality indicators, which highlights further important developments and indicators: <https://www.destatis.de/DE/Themen/Querschnitt/Gleichstellungsindikatoren/inhalt.html> (available in German only)
4. A number of new surveys were carried out to produce national baseline information on important topics related to gender equality (e.g. Time Use Survey, GBV). For example, for the first in time almost ten years the Time Use Survey 2022 provides new data on unpaid care work of men and women: https://www.destatis.de/EN/Themes/Society-Environment/Income-Consumption-Living-Conditions/Time-Use/_node.html#1127968

39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

In the online survey, you will be asked to select three specific actions from the list below:

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics

- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- X Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics**
- X Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, GBV, asset ownership, poverty, disability)**
- X Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps**
- X Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**
- X Development of a centralized web-based database and/or dashboard on gender statistics**
 - Institutionalization of users-producers' dialogues mechanisms
 - Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
 - Other, please specify
 - None of the above

In the narrative report, please provide a brief explanation and examples of your plans (2 pages max.).

Over the next five years, Germany's priorities for strengthening national gender statistics are:

1. Continuation and further strengthening the coordination on gender statistics in the FSO: Coordination will further be strengthened at the international level, for example in the context of the Eurostat Task Force on Equality and Non-discrimination Statistics as well as in the UNECE Group of Experts on Gender Statistics, the FSO taking an active role in both.
2. Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps: Data gaps will be addressed by making improved use of the existing data sources and making accessible new data sources.
3. Production of knowledge products on gender statistics (e.g. user-friendly reports, policy briefs, research papers, lectures, etc.): One example is the Social Report, a widely received publication by the FSO in cooperation with the Federal Agency for Civic Education (bpb), the WZB Berlin Social Science Center, the German Socio-Economic Panel (SOEP) and the Federal Institute for Population Research (BiB), which for the first time will include a dedicated chapter on gender equality, highlighting progress and challenges in the relevant thematic areas.
4. Continuation and expansion of the national centralized web-based databases on gender statistics: increase indicators and available timelines, improve usability, review the selection of indicators to keep the information provided relevant for the main issues of gender equality in Germany. The review will be carried out in close cooperation with the relevant stakeholders at national (BMFSFJ, Federal Foundation for Gender Equality, FSO) and regional level (Expert Group of the GFMK).

40. What gender-specific indicators¹ has your country prioritized for monitoring progress on the SDGs?

In the online survey, you will be asked if your country has defined a national set of indicators for monitoring progress on the SDGs (YES/NO); if YES, you will be asked how many indicators are included in the national set, how many of those indicators are gender-specific (18), and whether data collection and compilation on gender-specific indicators has begun. (YES/NO)

In the narrative report, please also explain any challenges for collecting and compiling data on these indicators.

Out of the list of gender-specific SDG indicators special emphasis was placed on the following indicators, which have been included in the regular reporting in the context of the German Sustainable Development Strategy, the German Equality Atlas and the FSO thematic website on gender equality (see above, question 38):

- 1.2.1 Proportion of the population living below the national poverty line, by sex and age
- 1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
- 4.1.2 Completion rate (primary education, lower secondary education, upper secondary education)
- 4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data becomes available) for all education indicators on this list that can be disaggregated
- 5.2.1 Proportion of ever-partnered women and girls aged 15 and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
- 5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
- 5.5.2 Proportion of women in managerial positions
Source: FSO (Destatis), data source: Quality Report –Structure of Earnings Survey
- 8.5.1 Average hourly earnings of employees, by sex, age, occupation and persons with disabilities
- 8.5.2 Unemployment rate, by sex, age and persons with disabilities
- 16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures, (b) the public service, and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups

A comprehensive overview of the current availability of the entire set of the SDG indicators in Germany (including the gender-specific indicators) is available here: <https://sdg-indikatoren.de/en/>.

In addition to the UN SDG indicators, Germany has defined a national set of indicators for monitoring progress of the German Sustainable Development Strategy (see

¹ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality – the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

<https://dns-indikatoren.de/en/>). In total, 69 indicators are included, of which 18 indicators are gender-specific. They are regularly published and updated on the German Sustainable Development Strategy website, including detailed information on definitions and methodological issues at: https://dns-indikatoren.de/en/status_summary/.

National gender-specific SDG indicators are:

- 1.1.a Material deprivation
- 1.1.b Severe material deprivation
- 3.1.a/b Premature mortality (men/women)
- 3.1.c Smoking rate among adolescents
- 3.1.d Smoking rate among adults
- 3.1.e Obesity rate among children and adolescents
- 3.1.f Obesity rate among adults
- 4.1.a Early school leavers
- 4.1.b Persons with an academic or higher vocational qualification (30 to 34-year-olds
with a tertiary or post-secondary non-tertiary level of education)
- 5.1.a Gender pay gap
- 5.1.b Women in management positions in business
- 5.1.c Women in management positions in the federal civil service
- 5.1.d Proportion of fathers receiving parental allowance
- 5.1.e Vocational qualification of women and girls through German development assistance
- 8.5.a Employment rate (20 to 64-year-olds)
- 8.5.b Employment rate (60 to 64-year-olds)
- 10.1 Foreign school graduates
- 11.3 Housing cost overload

41. Which data disaggregations² are routinely provided by major surveys in your country?

In the online survey, you will be asked to select the disaggregations that are routinely provided from the list below, as relevant in your national context:

- Geographic location**
- Income**
- Sex/gender**
- Age**
- Education**
- Marital status**
- Race/ethnicity
- Migratory status**
- Disability**
- Sexual orientation
- Religion
- Other characteristics relevant in national contexts: household and family composition**
- None of the above

In the narrative report, please describe progress in data disaggregation over the past

² As specified in A/RES/70/1, with the addition of education, marital status, religion and sexual orientation.

years, explain why certain disaggregations may have been prioritized and what barriers, if any, stand in the way of more comprehensive, routine disaggregations of data from major surveys in your country.

In Germany, **gender-specific data** are routinely provided by statistical surveys based on sex as registered at birth (instead of gender). The main focus of data provision is on the participation of women and men in political and economic positions, education, career choices and academic qualifications, work participation (e.g. employment rate) and income (e.g. gender pay gap and gender pension gap), care work (e.g. gender care gap), and health (e.g. life expectancy or intimate partner violence). Most of these indicators are available in disaggregations by age, household and family composition, marital status, migratory status, geographic location down to the district level (NUTS-3 level of the *Nomenclature des Unités territoriales statistiques* (NUTS)).

Information on additional genders beyond a binary sex categorization (male/female/diverse), race/ethnicity and sexual orientation is not collected in official statistics in Germany because there is no legal basis for this.

Section Six: Conclusion and next steps

In the narrative report, please provide 1-2 pages of key takeaways from the review, including reflections on:

- *lessons your country has learned from the review process and how it will apply them in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls in your country*
- *priority actions to accelerate the implementation of the BPfA and the 2030 Agenda, notably as part of the Decade of Action for sustainable development*

Germany has now taken action in almost all policy areas to promote gender equality nationally and globally. The Federal Government has made gender equality an overarching guiding principle and is also committed to gender mainstreaming internationally (e.g. section on gender equality in the G7 Summit Declaration adopted in 2022 under the German G7 presidency). In the future, gender equality goals and processes must be more strongly streamlined across all policy areas and individual measures must be integrated into an overall strategy. The intersectional perspective is essential throughout.

In their Coalition Agreement, the coalition parties of the Federal Government agreed to further develop the gender equality strategy with a focus on economic equality up to 2030. The central goals of the next equality strategy include: equal pay and independent economic security throughout the life course, strengthening social professions as attractive and permeable career professions, gender equality policy standards in the digital living and working environment, strengthening the compatibility of family, care and work – promoting an equal distribution of paid work and unpaid care work between women and men, equal career opportunities and participation of women and men in management positions.

Measures and legal frameworks must also be implemented for emerging topics, such as technology-facilitated GBV, digital transformation, climate action. For example, the Federal Government is currently working on a law against digital violence to strengthen the rights of those affected.

The shift to the right, right-wing populism and pushback must be actively countered, for example through active education campaigns and sensitization of the general public to gender equality as a counterweight to right-wing populism.

Germany's Feminist Foreign Policy is based on the conviction that all people should enjoy the same rights and deserve the same freedoms and equal opportunities. The aim is to strengthen the rights, resources and representation of women and marginalised groups worldwide. Societies where equality prevails are more peaceful, more stable and more economically successful than those that exclude women and others from participation. In advocating for these issues, the Federal Government seeks dialogue on an equal footing with other states and civil societies. In the sphere of peace and security policy, for example, the focus is on participation in peace processes, while for humanitarian assistance and crisis management, it involves placing more emphasis on intersectional and gender-specific risks. In the area of cultural and societal diplomacy, it aims to promote and give greater visibility to marginalised people in art and culture, research and science, education and the media.

Germany's Feminist Development Policy aims at implementing a strengthened gender-transformative and intersectional approach by explicitly focusing on eliminating (intersecting) discriminatory structures, including power structures, and also social norms and behavioural patterns. By 2025, the BMZ will use 93 percent of newly committed project funds to support gender equality. The proportion of funds for measures with the principal objective of gender equality is to be doubled, taking it to at least eight percent. Goals, measures and indicators for the implementation of Germany's Feminist Development Policy are laid out in the **Third Development Policy Action Plan on Gender Equality (2023-2027)**.

In order to tackle the multitude of challenges, both nationally and globally, the Federal Government relies on close cooperation with a large number of stakeholders and civil society organisations.

See also the answer to question 1, section two.