

Important fields of action in Germany towards more equality in the labour market

HIGH LEVEL CONFERENCE „PARTICIPATION OF
WOMEN ON THE LABOUR MARKET –
BENEFIT FOR THE SOCIETY“
Zagreb, 30 - 31 January 2020

Presentation of the association

We are Germany's **largest alliance** to promote equal opportunities of women and men as well as diversity as a success strategy in economy, society and technological development.

kompetenzz is an affiliated institute of the Bielefeld University of Applied Sciences.



Order and project volume:
approx. EUR 3,4 million in 2018



approx. 85 % of ideal funds



63 employees
(November 2019)



Content

▶▶ Career Choice

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▶▶ National Pact of Women in STEM-careers

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▶▶ Unequal representation in training paths

▶▶ *Project:* Initiative klischeefrei

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Indicators of equality to identify fields of action:

▶▶ Gender Pay Gap

▶▶ Novel: Gender Care Gap

Project/Instrument

▶▶ Action Programme "Perspektive Wiedereinstieg"

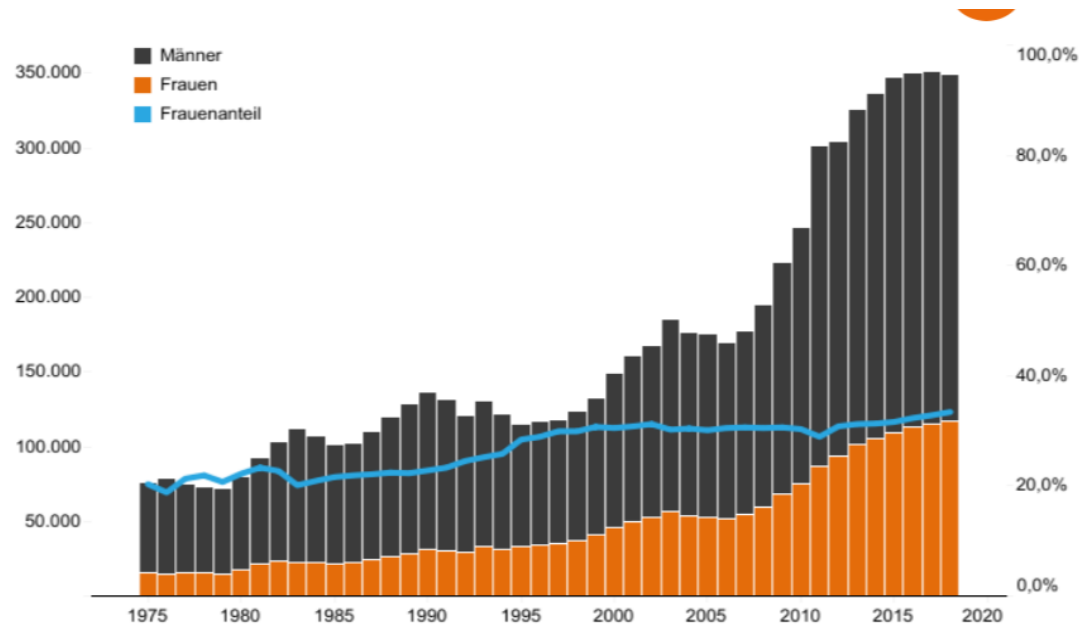
▶▶ Quota



Career Choice

- ▶▶ Young women orientate themselves often towards classical female professions.
- ▶▶ In STEM-Subjects women are significantly underrepresented.
- ▶▶ One focus of career orientation projects is to attract more young talents to STEM fields.

first year students in the STEM subject groups together 1975 to 2018



Quelle: Statistisches Bundesamt (destatis) 2020 und eigene Berechnungen
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National Pact for Women in MINT careers – “Go MINT.”



NATIONALER PAKT
FÜR FRAUEN
IN MINT-BERUFEN



The only nationwide network initiative for women in STEM fields.

Goal: getting young women interested in natural scientific and technical courses of study & attracting female graduates to careers in economy and science



since March 1st, 2008



Funding of the head office “Go MINT” by the German Federal Ministry of Education and Research (BMBF)



In 2017 there are as many female students and graduates in STEM fields as never before.

More than **300 partners** from politics, economy, science and media as well as social partners participate and set up measures concerning “women and STEM”.

„Go MINT“ Setting

NETWORKING LEVEL

- Acquisition of new partners
- Development and coordination of the Pact network
- Networking among partners
- Advice on opportunities for participation
- Progress reports

PROJECT LEVEL

BMBF FUNDED PROJECTS
BMBF FUNDS CHANGING
PROJECTS WITHIN THE
FRAMEWORK OF THE PACT

INCLUSION / INTEGRATION OF
EXISTING MINT COMMITMENT
INTO THE PACT
INITIATING PROJECTS WITH
PACT PARTNERS

COMMUNICATION LEVEL

PUBLIC RELATIONS WORK TO PROMOTE „MINT“

- Website with project map www.komm-mach-mint.de
- Attendance at trade fairs and events
- Press and public relations
- Information materials



Girls'Day – Future Prospects for Girls



One-day trial internships for girls, especially in craft and in STEM professions and courses of study on the 4th Thursday in April

Goal: Broadening the range of vocational choice of girls and young women



since 2001

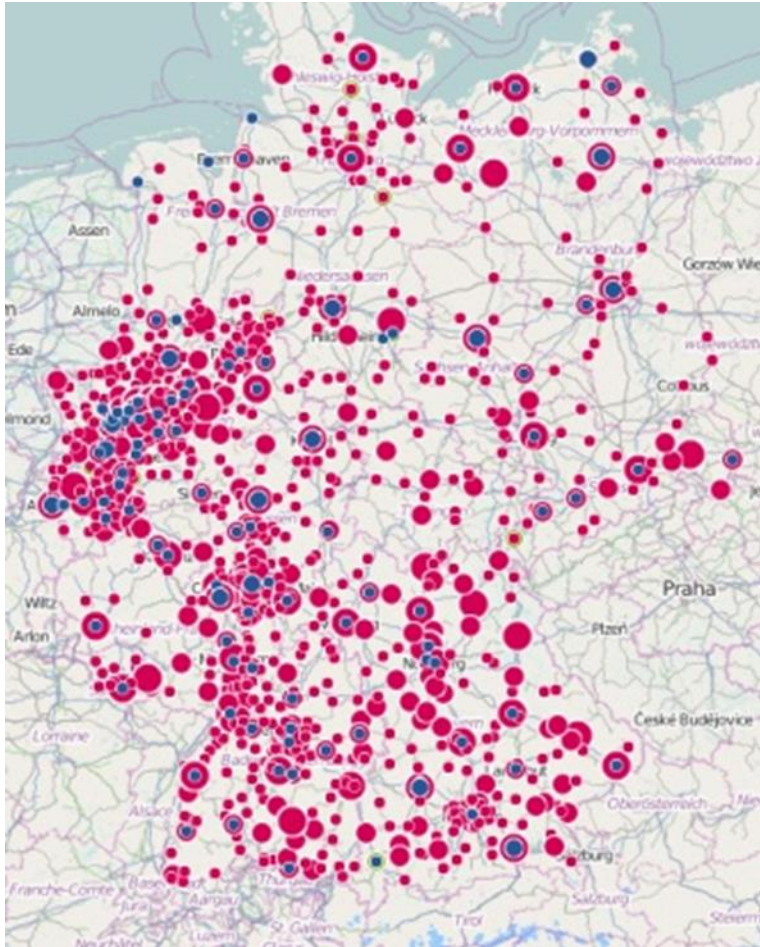


Funding of the nationwide coordination office Girls'Day by the German Federal Ministry of Education and Research (since 2001), the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (since 2002) and until June 2014 by the European Social Fund



From 2001 up to **2017**, **1.8 million girls** in total explored professions which are still dominated by men in more than **110,000 companies** and organisations. **340 regional work groups** emerged which look after the actives on-site.

More than 20% of the companies which have participated in the Girls'Day for several times employ young women who spent the action day at their site.



www.girls-day.de

Girls'Day – Mädchen-Zukunftstag 2019

Girls'Day is Germany's largest career orientation event

- ▶▶ Registered Events 2019
- ▶▶ Events: > **10.400**
- ▶▶ Places for Girls: ca. **100.000**
- ▶▶ Local Supporting Networks: **330**

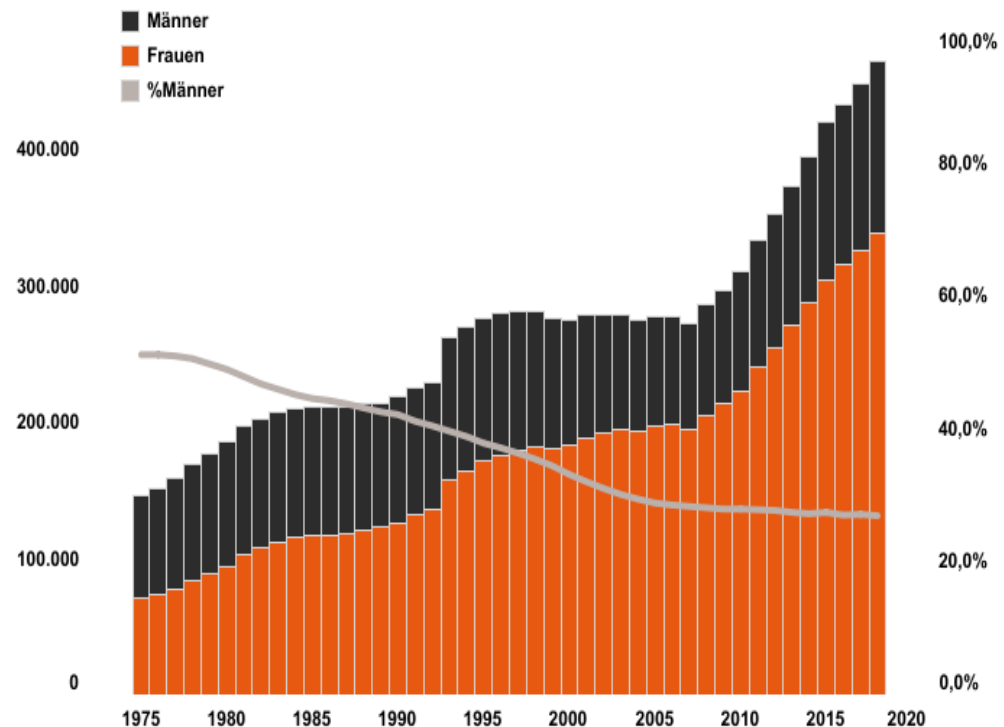
- ▶▶ Registered Events 2001 bis 2019
- ▶▶ Events: ca. **150.000**
- ▶▶ Places for Girls : ca. **2 Mio.**

- ▶▶ Girls'Day also serve as an international model-project, with now taking place in 20 countries in and outside Europe.

Unequal representation in the training and study paths

Total number of students in the EHW (study areas together 1975 to 2018 EHW (SAHGE)

- ▶ Gender stereotypes and traditional role conceptions in society contribute to the unequal distribution of opportunities.
- ▶ For success and equal opportunities in working life, the choice of a suitable apprenticeship or field of study is an important factor.



Quelle: Statistisches Bundesamt (destatis) 2019 und eigene Berechnungen
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Initiative Klischeefrei



The Initiative Klischeefrei is an alliance between representatives from the areas of education and training, policy making, business and research. It campaigns for career and study choices to be made free from gender stereotypes.

For this purpose, the specialist portal www.klischee-frei.de was launched in 2016.

The Service Agency of the Initiative Klischeefrei (Cliché Free Initiative) acts as a central point of contact to provide guidance and to facilitate networking between institutions and active participants. It is set in the Competence Center. Elke Büdenbender is patron of the initiative.



Since July 1st, 2016



The Service Agency receives its funding from the Federal Ministry of Education and Research (BMBF) and the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ).

Co-operation partner: Federal Institute for Vocational Education and Training (BIBB)

Initiative Klischeefrei

▶ Target groups

early childhood education, schools, universities, occupational guidance, companies, parents

▶ Network

225 partners (activities are displayed on klischee-frei.de)

Annual conferences enable participants to network, exchange ideas and gain new professional inspiration

▶ The klischee-frei.de portal

The Service Agency develops group-specific material and publishes a range of information, data, facts, good practice examples and various materials on its specialist portal klischee-frei.de.



Career Path

- ▶▶ Women often interrupt their employment for family reasons or do not return to work.
- ▶▶ Women work part-time much more often than men.
- ▶▶ And in their professions, women work in different, often lower, positions than their male colleagues.

division of labour between women and men

Arbeitsteilung zwischen Frauen und Männern

Verhältnis zwischen bezahlter und unbezahlter Arbeit

Frauen arbeiten mehr als 45 Stunden pro Woche – und damit 64 Minuten länger als Männer. Dennoch bringen Männer mehr Geld nach Hause: Während sie 25 Stunden bezahlt bekommen, sind es bei Frauen nur 16 Stunden. Den weitaus größten Teil ihrer Arbeitszeit (29 Stunden) wenden Frauen für unentgeltliche Tätigkeiten auf.



Indicators of equality to identify fields of action

▶ **Gender Pay Gap:** The gender pay gap illustrates the wage gap between the two sexes and is accompanied via different instruments/ measures: f.i. Yearly Equal Pay Day, Evaluation of work assessment procedures etc.

▶ **Novel: Gender Care Gap**

This new indicator was developed in the Federal Government's Second Gender Equality Report. Objective: to bring together paid work and care work still mostly provided by women. In addition, the project plans to tie together initiatives and civil society commitment for a fair distribution of unpaid care work in a Germany-wide alliance.



Action Programme “Perspektive Wiedereinstieg”

- ▶▶ The Federal Ministry for Family Affairs and the Federal Employment Agency are celebrating **ten years** of "Perspektive Wiedereinstieg".
- ▶▶ Since 2008 the action programme "Perspektive Wiedereinstieg" aims **to support women** who have been out of the labour market for several years for family reasons and now want to get back into employment.



www.perspektive-wiedereinstieg.de

Compatibility Progress Index

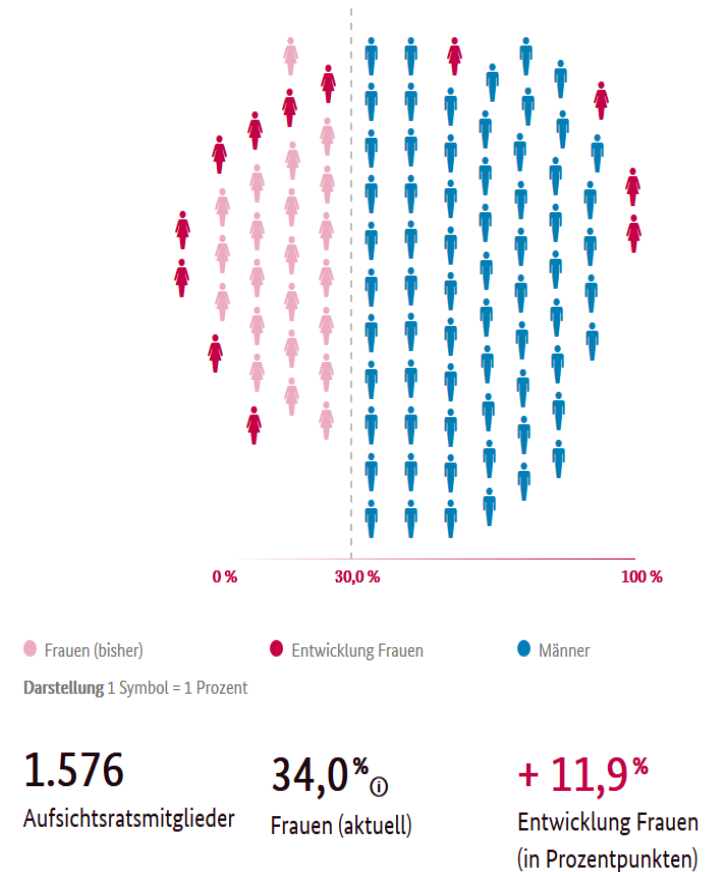
- ▶▶ In order to promote a family-friendly corporate culture, **companies** need appropriate measures and clarity about what constitutes a family-friendly culture in the respective company.
- ▶▶ The Compatibility Progress Index is free of charge and helps to record progress and communicate transparently both internally and externally.



Quota

- ▶▶ In order to increase the proportion of women in management positions, a gender quota of 30 percent has been applied for new supervisory board positions to be filled in about 100 large companies.
- ▶▶ The quota works: An interactive application illustrates how the proportion of women on supervisory boards and in the public sector has developed since the quota was introduced.

www.bmfsfj.de/quote/daten.html



Quellen ^① FidAR e.V., aktueller Stand, 30.04.2019
FidAR e.V., Vergleichszeitpunkt, Stand 14.01.2015

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