



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

Tackling the gender pay gap

Recent policies in Germany

EUROPEAN SOCIAL PARTNERS SEMINAR

TACKLING THE GENDER PAY GAP AND PROMOTING CHILDCARE

Brussels, 12 June 2018



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

Thomas Fischer

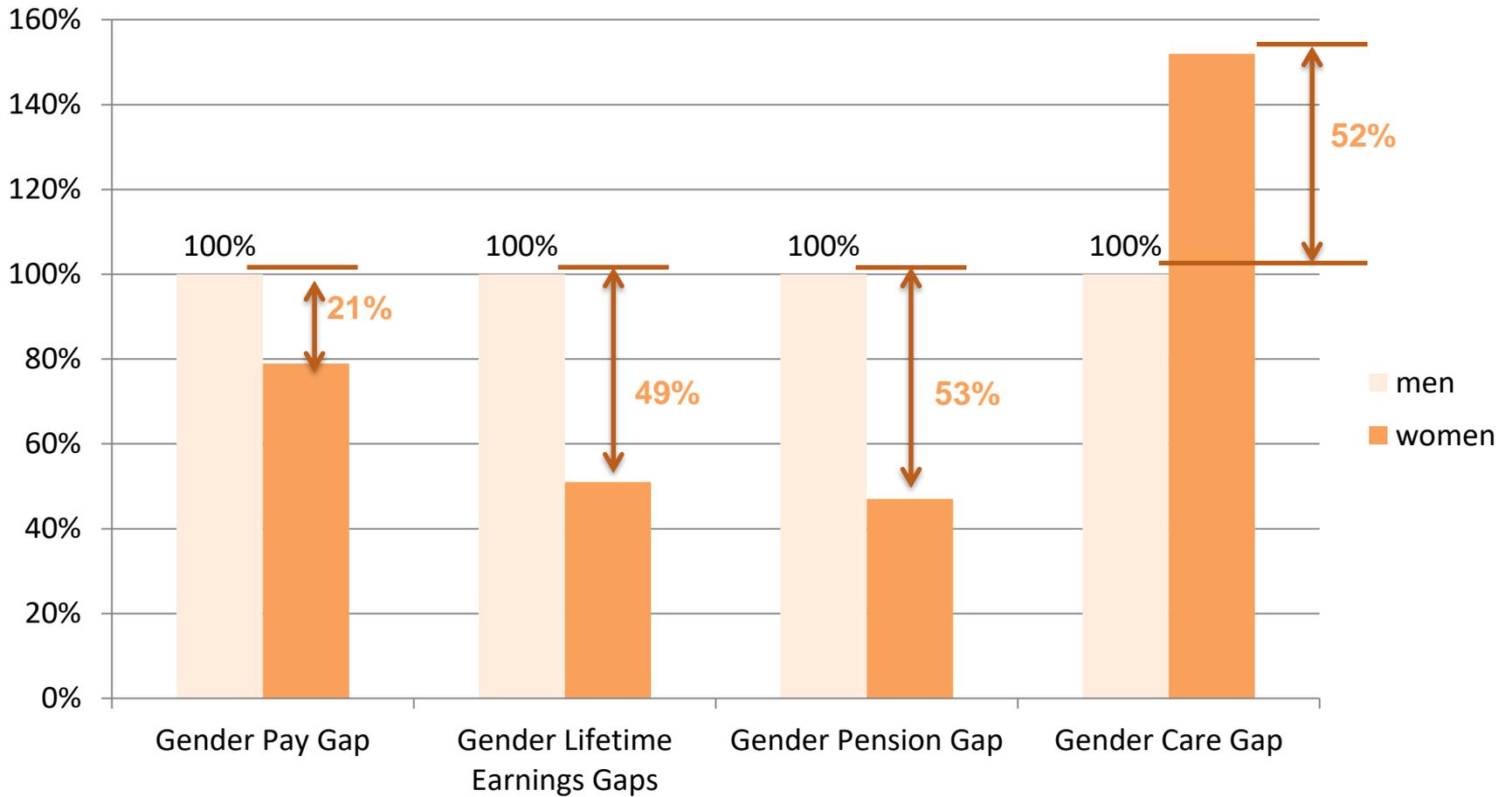
**Federal Ministry for Family Affairs, Senior Citizens,
Women and Youth, Germany**

Gender Equality Department

Head of Unit 412 Labour Market

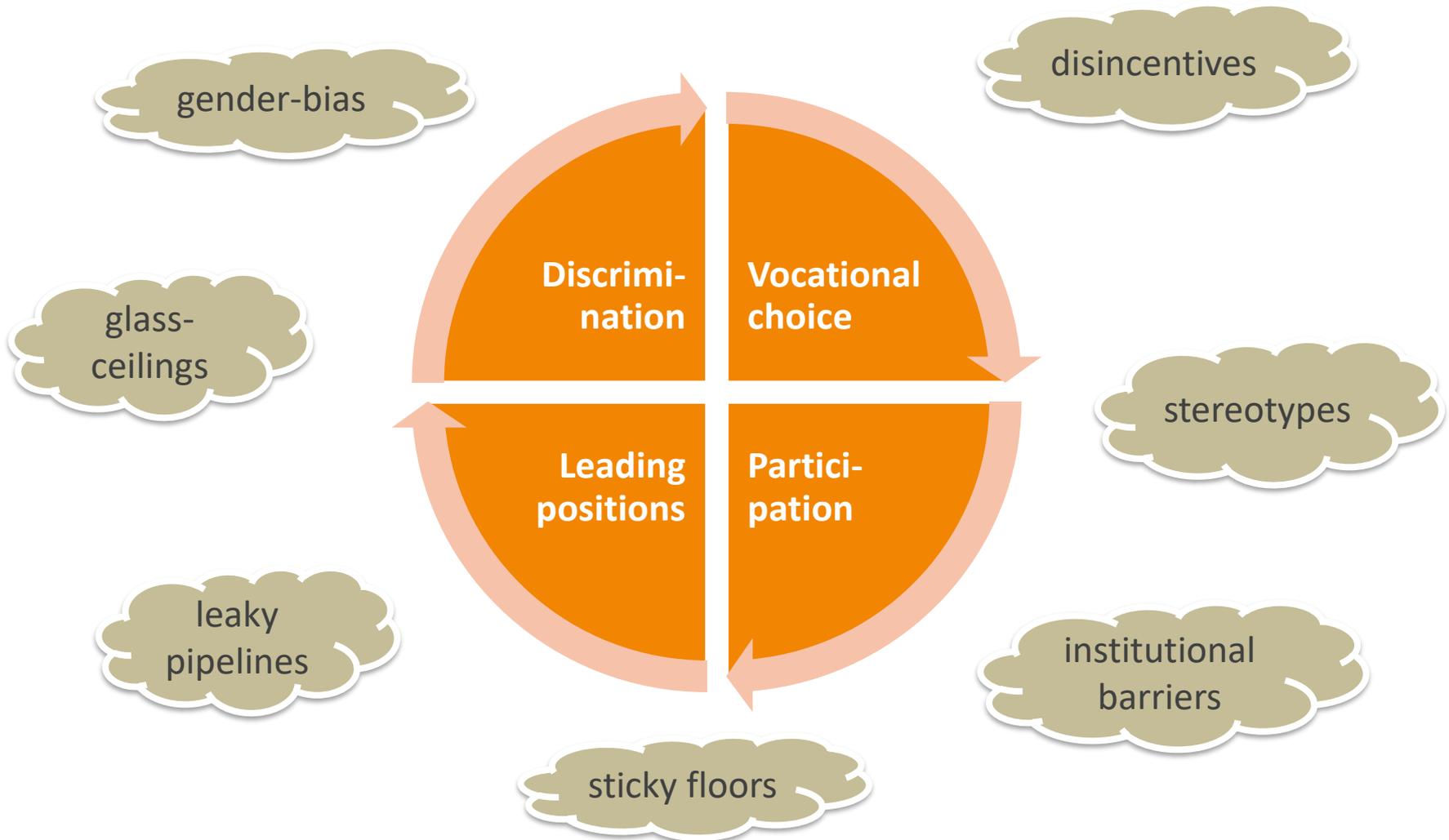
Ministerial Advisor

Indicators

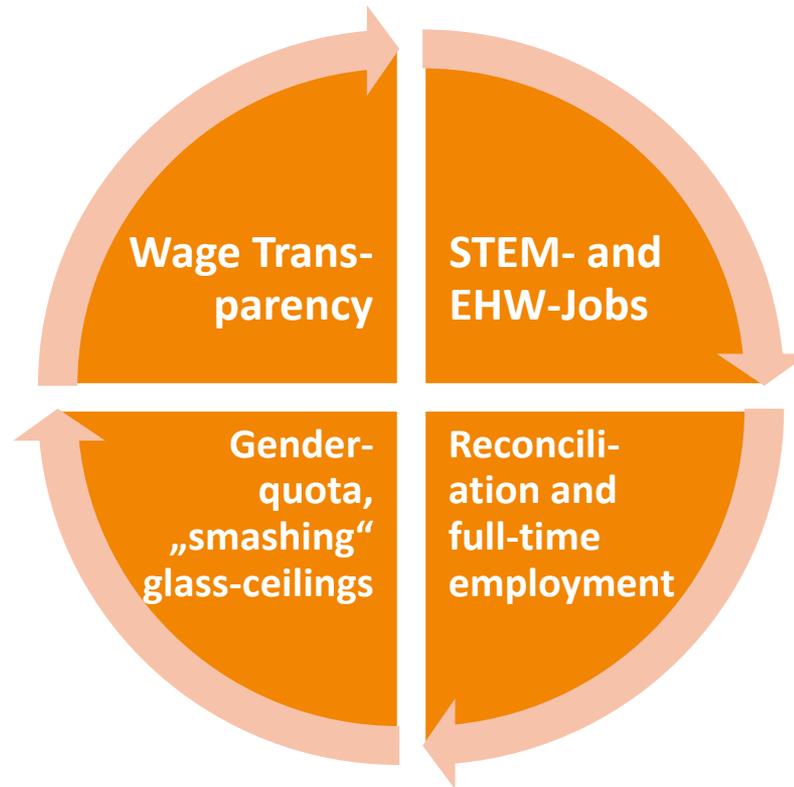




Disaggregating the gender pay gap



Multiple policy approach





vertical segregation: vocational choice

I Strategic approach of the Federal Government

- Promotion of STEM-Jobs for women and girls and making Jobs in EHW more attractive; both, for men and boys and for those who work in these fields (80% women); e.g. by higher wages, abolishment of education fees

I Orientation von Girls (since 2001) and Boys (since 2010)

- Girls` Day and Boys` Day: 17.000 offers/ institution and more than 130.000 participants in 2017

I „Initiative Klischeefrei“ – National Cooperations for the choice of vocations and fields of study free of gender-clichés (seit 2017)

- goal: nationwide standards and gender-competence, exchange of best-practice
- Financed by BMFSFJ and BMBF, supported by „First Lady“
- More than 90 partner institutions: (e.g.. 5 BM, 6 Länder, Labour Agency, Universities, science institution, gender-equality initiatives, employers` associations and trade-unions)



horizontal segregation: leading positions

- | The Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector came into force on 1 May 2015.
- | The quota works: the proportion of women on supervisory boards in companies with quotas has risen since June 2015 up to 30,9 % → increase of 9 percentage points.
- | Executive boards: hardly any development: the proportion of woman is only at 6,1 % and almost 70 % of all companies set the target figure of zero, which means that they don't aim at increasing the number of women at this level.
- | Public sector challenges: increase the number of women working in a leadership position and working in part time in the Federal administration. As the majority of employees working in part time are women, this often prevents women from working in a leadership position or to get promoted.



Reconciliation and full-time participation

- | Reconciliation policies (esp. promoting child- and elderly care, as well as personal- and household services)
- | Promotion of flexible working time arrangement and parental leave regulations
- | Promotion of re-entering the labour market (after family-related break): ESF-funded programme
- | Reduction of obstacles in taxation (promoting the „factoral procedure“ within the PAYE-scheme of income taxation)
- | promotion of transitions from „minijobs“ to fully social insured jobs
- | Current legislation: „part-time-bridge“ against the part-time-trap (in work sites with more than 45 employees)



Wage Transparency Act since 07/2017

I Basic rules, terms and definitions:

- principle of equal pay, work of equal value, non-discrimination remuneration systems

I Individual entitlement to request pay informations:

- In companies with more than 200 employees → Information on criteria and procedures of pay-setting, amount of the benchmark pay (median pay of at least 6 employees of the other sex (due to data protection): average monthly gross income plus up to two separate pay components

I Internal company pay reviews/ audits:

- Larger Companies (500+ empl.) are called to implement internal pay reviews regularly

I Reports on (measures to promote) equal pay and gender equality

- Annex to company management report (companies with more than 500 employees)

→ Evaluation to be presented by July 2019



From the treaty to the action plan

- | Art. 157(1) TFEU and Directive 2006/54/EC
- | Report on implementation, COM(2013) 861 final
 - **Implementation of equal pay principle lacks transparency** in pay systems, **legal certainty** on the concept of work of equal value, **accessability** due to procedural obstacles
- | Transparency recommendations, COM (2014) 1405 final
 - **Member States should increase** pay transparency (employee rights, reports, pay audits), **clarify** the cocept of „work of equal value“ and define criteria for job-comparison, **reduce** procedural obstacles
- | Report on the implemenation of the recommendations, 11/2017
- | EU Action Plan „Tackling the gender pay gap“ 11/2017: broader approach



Three prototypes of (wage) transparency legislation

Reporting

- **UK**

Company procedures

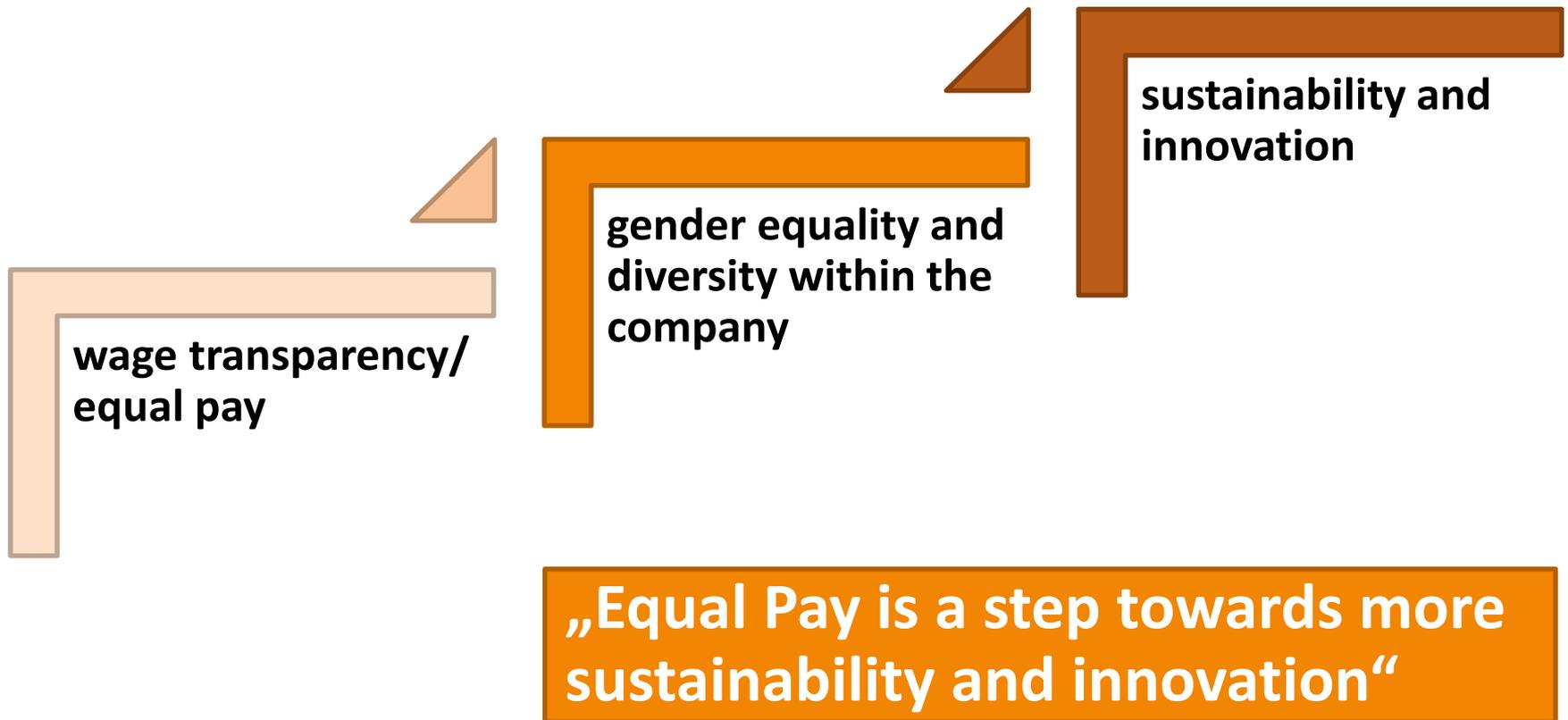
- **Iceland**

Individual entitlements

- **Germany**



What can companies do?





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THANK YOU FOR YOUR ATTENTION