Tackling the gender pay gap
Recent policies in Germany

EUROPEAN SOCIAL PARTNERS SEMINAR
TACKLING THE GENDER PAY GAP AND PROMOTING CHILDCARE
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Indicators

- Gender Pay Gap: 21%
- Gender Lifetime Earnings Gaps: 49%
- Gender Pension Gap: 53%
- Gender Care Gap: 52%

Legend:
- Men
- Women
Disaggregating the gender pay gap

- Gender-bias
- Glass-ceilings
- Leaky pipelines
- Sticky floors
- Disincentives
- Stereotypes
- Institutional barriers

Discrimination
Vocational choice
Leading positions
Participation
Multiple policy approach

Wage Transparency  
STEM- and EHW-Jobs  
Gender-quota, "smashing" glassceilings  
Reconciliation and full-time employment
vertical segregation: vocational choice

**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

**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

**„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 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

- Basic rules, terms and definitions:
  - principle of equal pay, work of equal value, non-discrimination remuneration systems

- 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

- Internal company pay reviews/ audits:
  - Larger Companies (500+ empl.) are called to implement internal pay reviews regularly

- 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, accessibility due to procedural obstacles
- Transparency recommendations, COM (2014) 1405 final
  - Member States should increase pay transparency (employee rights, reports, pay audits), clarify the concept of „work of equal value“ and define criteria for job-comparison, reduce procedural obstacles
- Report on the implementation 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
"Equal Pay is a step towards more sustainability and innovation"

What can companies do?

- Wage transparency/equal pay
- Gender equality and diversity within the company
- Sustainability and innovation
THANK YOU FOR YOUR ATTENTION