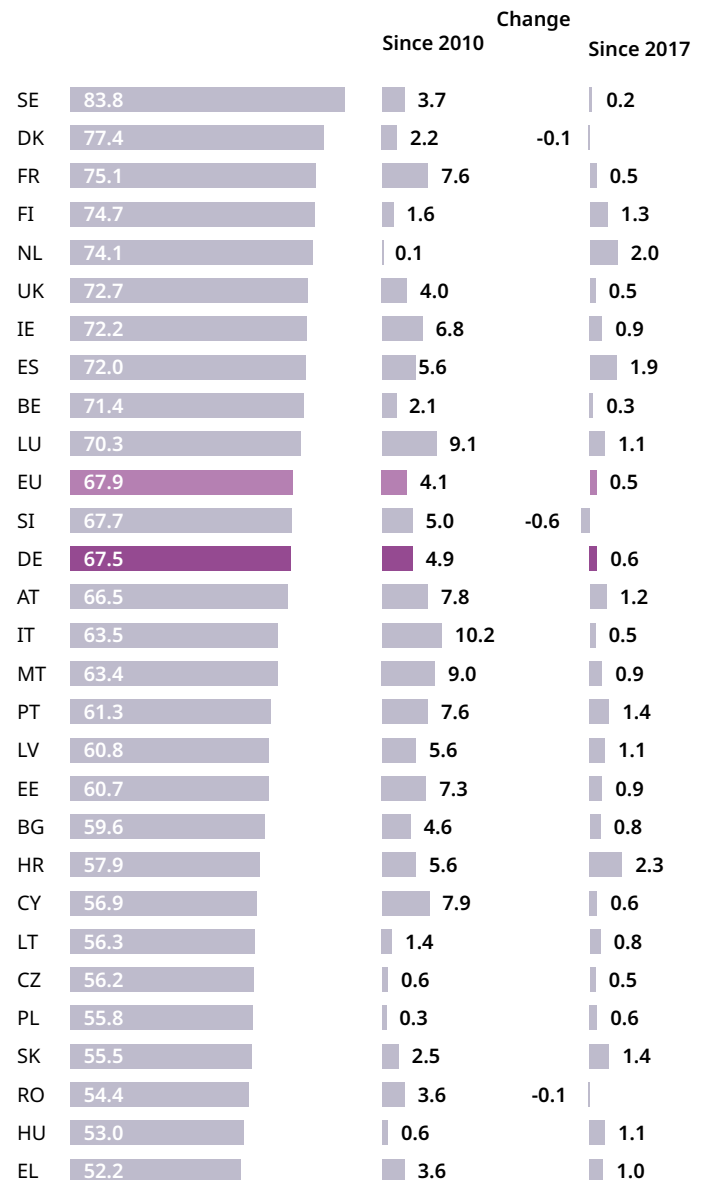


### Progress on gender equality in Germany since 2010

With 67.5 out of 100 points, Germany ranks 12th in the EU on the Gender Equality Index. Germany's score is 0.4 points below the EU's score.

Since 2010, its score has increased by 4.9 points. Only a very slight increase (0.6 points) has been achieved since 2017. The country's ranking has dropped by one place since 2010.



#### Best performance

Germany's scores are highest in the domains of health (90.6 points) and money (84.9 points). In the domain of health, Germany has one of the highest scores among all countries (ranking 6th).

#### Most room for improvement

Gender inequalities are most pronounced in the domain of knowledge (54.0 points), and Germany ranks 25th in this domain.


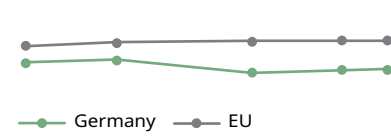

#### Biggest improvement

Since 2010, Germany's scores have improved the most in the domain of power (+ 21.2 points). Since 2017, Germany has gained 2.9 points in the domain of power.

#### A step backwards

Since 2010, Germany's scores have decreased in the domains of time (- 4.8 points) and knowledge (- 2.3 points).

# Explore Germany's Index results

Scores	2010	2012	2015	2017	2018	Trends in scores 2010-2018 Country and EU trends
 <b>Overall Index</b>	62.6	64.9	65.5	66.9	67.5	
<b>Work</b>	70.0	70.6	71.4	72.1	72.1	
 <b>Participation</b>	79.0	80.2	81.9	83.3	83.6	
 <b>Segregation and quality of work</b>	62.1	62.1	62.2	62.3	62.2	
<b>Money</b>	83.2	84.0	84.2	86.0	84.9	
 <b>Financial resources</b>	77.1	78.1	81.2	82.1	82.9	
<b>Economic situation</b>	89.8	90.2	87.4	90.1	86.9	
<b>Knowledge</b>	56.3	57.1	52.9	53.7	54.0	
 <b>Attainment and participation</b>	59.9	62.7	61.0	62.4	63.2	
<b>Segregation</b>	53.0	51.9	45.9	46.2	46.2	
<b>Time</b>	69.8	67.8	65.0	65.0	65.0	
 <b>Care activities</b>	70.1	66.1	71.3	71.3	71.3	
<b>Social activities</b>	69.6	69.6	59.3	59.3	59.3	
<b>Power</b>	38.3	46.0	53.0	56.6	59.5	
 <b>Political</b>	60.2	59.9	71.5	69.6	67.8	
<b>Economic</b>	19.0	33.0	42.1	49.7	56.5	
<b>Social</b>	49.2	49.1	49.5	52.4	55.0	
<b>Health</b>	89.3	89.4	90.5	90.5	90.6	
 <b>Status</b>	90.4	90.2	91.8	92.0	92.3	
<b>Behaviour</b>	80.9	80.9	80.9	80.9	80.9	
<b>Access</b>	97.5	97.9	99.7	99.7	99.7	

## About the Index

Each year, we score the EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses **a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.**

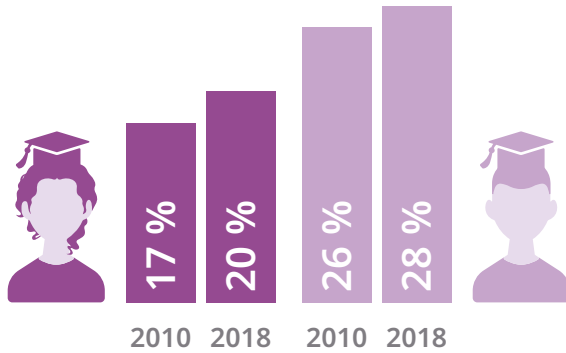
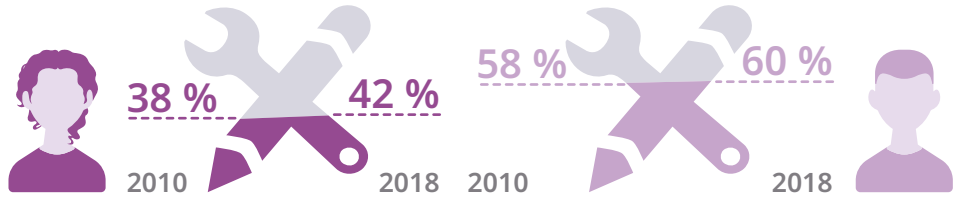
The scores are based on the gaps between women and men and levels of achievement in six core domains – work, money, knowledge, time, power and health – and **their subdomains. Two additional domains** are included in the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, (dis)ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence. The Index is composed of **31 indicators.** The Gender Equality Index 2020 also includes **a thematic focus on digitalisation and the future of work.**

# Key highlights



## Increase in labour market participation

The full-time equivalent (FTE) employment rate has risen for both women and men.



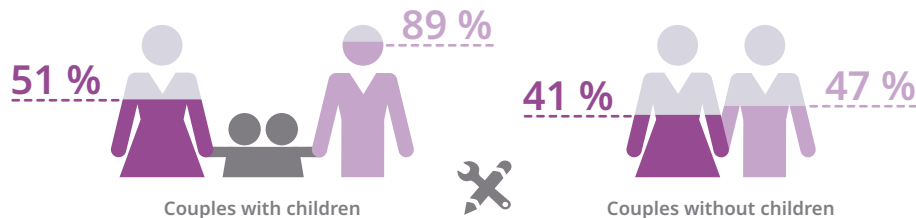
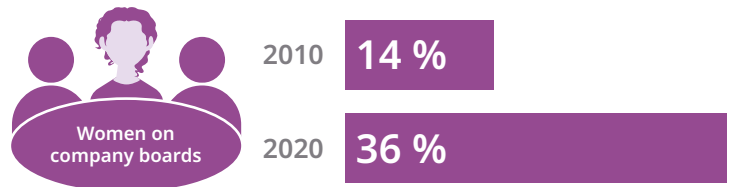
## More graduates in tertiary education

Tertiary educational attainment is increasing among both women and men.



## Improvements in economic decision-making

Gender balance in economic decision-making increased after Germany introduced a legislative quota of 30 % for women on company boards.



## Gender gap in employment is wide

Since 2010, the gender gap in FTE employment rate has narrowed slightly, but it remains large. The gender gap in FTE employment is much wider between women and men in couples with children.



## Uneven concentration of women and men in education is a persistent problem

More women than men are studying education, health and welfare, or humanities and the arts.









Risk of poverty for lone parents

## Inequality in economic situation

39 % of lone parents are at risk of poverty, and there is a big difference between women and men.



# Explore Germany's performance by indicator

Indicators			Germany		EU	
			Women	Men	Women	Men
<b>Work</b>						
	<b>Participation</b>	Full-time equivalent (FTE) employment rate* (15 +, %, 2018)	42	60	42	57
		Duration of working life (15 +, years, 2018)	37	41	34	39
	<b>Segregation and quality of work</b>	Segregation in employment (15 +, %, 2018)	32	9	31	8
		Flexibility (15 +, %, 2015)	16	18	23	27
		Career Prospects Index (15 +, points, 0-100, 2015)	66	68	63	64
<b>Money</b>						
	<b>Financial resources</b>	Mean monthly earnings (16 +, euro in purchasing power standard, 2014)	2 602	3 354	2 249	2 809
		Mean yearly household net income** (16 +, euros in purchasing power standard, 2018)	24 359	25 410	17 860	18 668
	<b>Economic conditions</b>	At risk of poverty (16 +, %, 2018)	17	15	17	16
		Income distribution (16 +, %, 2018)	19	20	20	19
<b>Knowledge</b>						
	<b>Attainment and participation</b>	Graduates from tertiary education (15 +, %, 2018)	20	28	26	25
		Participation in lifelong learning (15 +, %, 2018)	14	15	17	16
	<b>Segregation</b>	Segregation in education (15 +, %, 2017)	41	17	43	21
<b>Time</b>						
	<b>Care activities</b>	Caring for children, grandchildren, older people or people with disabilities (18 +, %, 2016)	26	19	38	25
		Cooking and/or housework every day (18 +, %, 2016)	72	29	79	34
	<b>Social activities</b>	Sporting, cultural or leisure activities (15 +, %, 2015)	22	25	28	32
		Voluntary or charitable activities (15 +, %, 2015)	16	13	12	11
<b>Power</b>						
	<b>Political</b>	Ministers (%, second quarter of 2020)	41	59	32	68
		Members of parliament (both houses) (%, second quarter of 2020)	32	68	32	68
		Members of regional assemblies/local municipalities (%, 2019)	30	70	29	71
	<b>Economic</b>	Board members of largest companies (%, first semester of 2020)	36	64	29	71
		Board members of central bank (%, 2019)	33	67	25	75
	<b>Social</b>	Board members of research funding organisations (%, 2019)	40	60	38	62
		Board members of public broadcasting organisations (%, 2019)	34	66	37	63
		Board members of national Olympic sport organisations (%, 2019)	14	86	17	83
<b>Health</b>						
	<b>Status</b>	People in good health (16 +, %, 2018)	64	67	67	72
		Life expectancy (years, 2018)	83	79	84	78
		Healthy life years (years, 2018)	66	65	64	63
	<b>Behaviour</b>	Smoking and drinking** (16 +, %, 2014)	37	53	28	48
		Physical activity and/or consuming fruit and vegetables** (16 +, %, 2014)	51	53	36	40
<b>Access</b>	Unmet need for medical examination (16 +, %, 2018)	1	1	4	3	
	Unmet need for dental examination (16 +, %, 2018)	1	1	4	4	

Sources: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), Eurofound (European Working Conditions Survey, European Quality of Life Survey), EIGE (Women and Men in Decision-Making). \* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week; \*\* EU: Non-weighted average  
Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>



## Violence

### Why is there no score for the violence domain?

There is no new data to update the score for violence, which is why no figure is given. Eurostat is currently coordinating an EU-wide survey on gender-based violence, with results expected in 2023. EIGE will launch a second round of administrative data collection on intimate partner violence, rape and femicide in 2022. Both data sources will be used to update the domain of violence in the Gender Equality Index 2024.

Unlike the other domains of the Index, the domain of violence does not measure differences between women's and men's situations; rather, it examines women's experiences of violence (prevalence, severity and disclosure). The overall objective is not to reduce the gaps in violence between women and men, but to eradicate violence completely.



**Data gaps mask the true scale of violence.**

**The EU needs comprehensive, up-to-date and comparable data to develop effective policies that combat violence against women.**

### Violence at a glance



**Femicide**

**78 women killed by a family member  
153 women killed by their partner**

Source: Eurostat

**Female Genital Mutilation (FGM)**



**6 % to 17 % of 25 325 girls (in the resident migrant population) are at risk of female genital mutilation**

Source: Calculation based on EIGE's methodology



**Cyberviolence**

**11 % of women experienced online harassment**

Source: Eurofound, European Quality of Life Survey



During the COVID-19 lockdowns, women in violent relationships were stuck at home and exposed to their abuser for long periods of time, putting them at greater risk of domestic violence. Even without a pandemic, women face the greatest danger from people they know.

### Istanbul Convention: state of play

The Istanbul Convention is the most comprehensive international human rights treaty on violence against women and domestic violence. Germany signed the Istanbul Convention in May 2011 and ratified it in October 2017. The treaty entered into force in February 2018.



## Thematic focus on digitalisation and the future of work

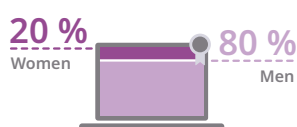
The Gender Equality Index 2020 focuses on digitalisation and the future of work. The thematic focus looks at three areas:

- use and development of digital skills and technologies;
- digital transformation of the world of work (segregation, working conditions, work-life balance);
- broader consequences of digitalisation for human rights, violence against women, and caring activities.

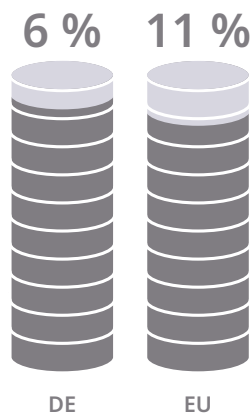
## Above basic digital skills



### ICT graduates



### Gender pay gap in ICT



Main indicators	Germany		EU	
	Women	Men	Women	Men
<b>Digital skills</b>				
Internet daily users (16–74, %, 2019)	83	87	78	80
Above basic digital skills (16–74, %, 2019)	35	42	31	36
<i>Information skills</i>	84	83	71	71
<i>Communications skills</i>	72	71	67	66
<i>Problem-solving skills</i>	69	77	56	63
<i>Software skills</i>	44	53	39	44
Training to improve digital skills (16–74, %, 2018)	24	33	18	22
<b>Segregation in education and labour market</b>				
ICT graduates (%, 2018)	20	80	20	80
ICT specialists (15+, %, 2019)	17	83	18 (s)	82 (s)
Scientists and engineers in high-technology sectors (25–64, %, 2019)	18	82	20	80
<b>Working in ICT</b>				
ICT at work and activities performed (16–74, %, 2018)				
<i>Used computer, laptop, smartphone, etc.</i>	47	55	37	42
<i>Used other computerised equipment</i>	8	18	8	13
<i>Exchanged emails</i>	41	48	32	36
<i>Created or edited electronic documents</i>	32	39	24	28
<i>Used social media</i>	9	11	9	11
<i>Used applications to receive tasks or instructions</i>	5	11	10	14
<i>Used occupation-specific software</i>	28	35	19	24
<i>Developed or maintained IT systems or software</i>	2	8	3	7
Part-time in ICT (20–64, %, 2018)	28	8	17	5
Working time arrangements among ICT specialists (20–64, %, 2015, national-level data not available)				
			In the EU, 21 % of women and 22 % of men entirely determined their working hours themselves, compared with 13 % of women and 18 % of men in other occupations	
Gender pay gap in ICT (%, 2014)		6		11

Source: Eurostat (education statistics, digital economy and society statistics, European Union Labour Force Survey, Structure of Earnings Survey), Eurofound (European Working Conditions Survey)  
s: Eurostat estimate  
Some areas of concern (e.g. platform work and artificial intelligence) are not covered by the indicators owing to a lack of EU-wide comparable data.

Read more about the **Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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