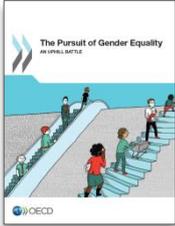


### How does GERMANY compare?



The 2017 OECD report *The Pursuit of Gender Equality: An Uphill Battle* explores how gender inequalities persist in social and economic life around the world. Young women in OECD countries have more years of schooling than young men, on average, but women are still less likely to engage in paid work. Gaps widen with age, as motherhood typically has negative effects on women's pay and career advancement. Women are also less likely to be entrepreneurs, and are under-represented in private and public leadership. In the face of these challenges, this report assesses whether (and how) countries are closing gender gaps in education, employment, entrepreneurship, and public life. The report presents a range of statistics on gender gaps, reviews public policies targeting gender inequality, and offers key policy recommendations.

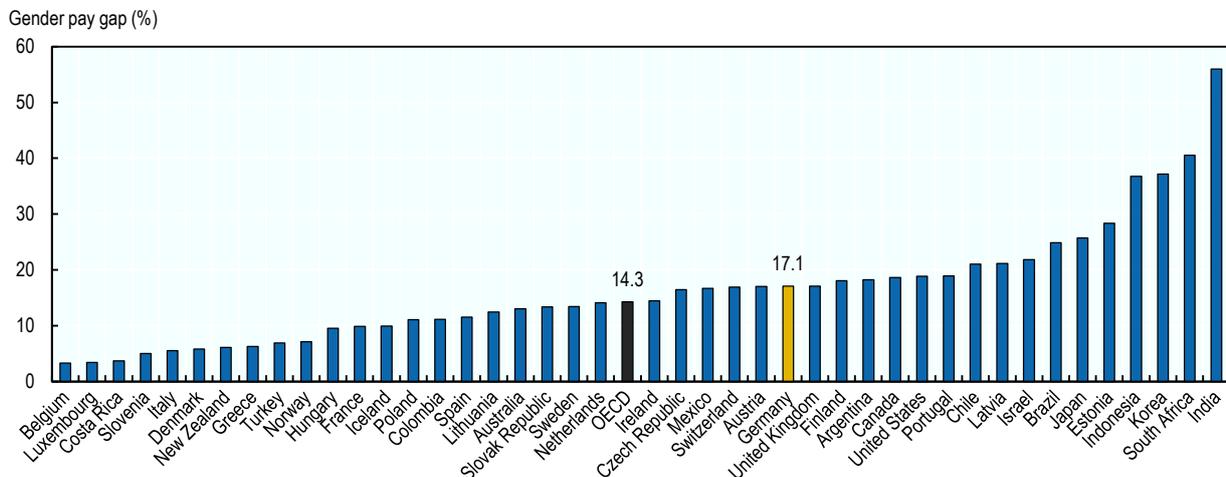
### Overview

At just over 70%, the female employment rate in Germany is now over 10 percentage points higher than the OECD average, but still 8 percentage points below that of men (Chapter 11). Furthermore, almost 37% of employed women, often mothers, work part-time, compared to the OECD average of 25%. Working part-time can add to job satisfaction of workers freeing up time for childcare or leisure activities, but it is not always voluntary. German women are just as likely to receive a university degree as German men and make-up half of the talent-pool (Chapter 7), but women's education and skills are not applied to their full potential in the German labour market.

Furthermore, part-time work affects earnings progression (Chapter 13), and many women's careers hit the glass ceiling (Chapter 14). These factors contribute to a persistent gender pay gap, which in Germany is 17.1% - above the OECD average of 14.3%.

Addressing gender pay gaps requires a comprehensive policy response, which includes increasing pay transparency, and by further facilitating female labour force participation, through encouraging a greater role of fathers in caregiving, strengthening childcare supports for pre-school children and developing out-of-school-hours care supports.

### Gender pay gap, 2015 or latest available year



Notes: Gender gap in median earnings for full-time employees. The gender gap is defined as the difference between male and female median monthly earnings divided by male median monthly earnings for full-time employees. Data for Germany refer to 2014. See [Figure 1.3](#)

## Summary indicators of gender equality

	Female share (%) of Bachelor's graduates	Female share (%) of Bachelor's graduates in STEM	Gender gap (p.p.) in the labour force participation rate	Female share (%) of managers	Gender pay gap (median earnings, full-time employees, %)	Gender gap (p.p.) in the share of workers who are employers	Female share (%) of seats in parliament
Germany	48.5	22.3	9.1	29.3	17.1	3.5	36.5
OECD average	58.2	31.1	12.2	31.2	14.3	3.3	28.7
Top performer	69.1 (SWE)	41.4 (POL)	3.0 (FIN)	44.3 (LVA)	3.3 (BEL)	1.7 (NOR)	47.6 (ISL)
Bottom performer	45.4 (JPN)	15.4 (JPN)	42.0 (TUR)	10.5 (KOR)	37.2 (KOR)	4.6 (ISR)	9.5 (JPN)

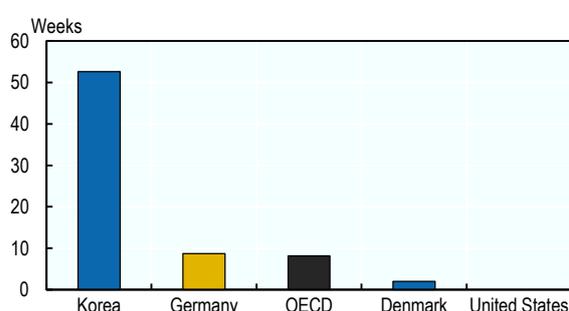
Notes: BEL = Belgium, FIN = Finland, ISL = Iceland, ISR = Israel, JPN = Japan, KOR = Korea, LVA = Latvia, NOR = Norway, POL = Poland, SWE = Sweden, TUR = Turkey

In a survey carried out for *The Pursuit of Gender Equality*, governments identified the three most important gender inequality issues in their country as violence against women, the gender wage gap, and the unequal sharing of unpaid work. Many OECD countries are now prioritizing these issues in policy, and many are also pushing to get more women into public and private sector leadership.

### Further encouraging men to take more father's leave

Fathers' leave taking is essential for gender equality in paid and unpaid work, as it encourages parents to share caregiving more equally and makes it easier for mothers' to stay in the labour market. Germany is among ten OECD countries that offer strong financial incentives to fathers to take parental leave for at least two months (Chapter 16). In Germany, following reform in the mid-2000s, the share of fathers claiming the parental leave allowance has increased to over one-third, and a further increase is warranted to help women to close gender gaps in employment participation. By contrast, Korea offers fathers around one year of paid parental leave, but fewer than 10% use it in fear of career penalties.

### Fathers-only paid leave, 2016

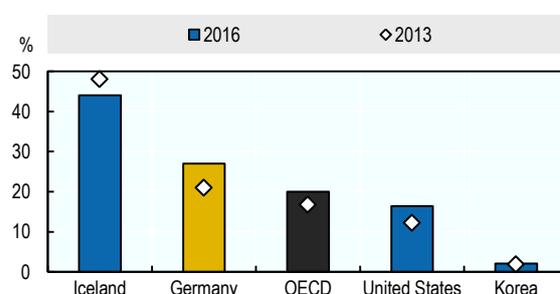


Notes: Data refer to paid paternity leave and fathers-only paid parental leave. See [Figure 16.1].

### Women underrepresented in leadership roles

Germany ranks just below the OECD average when it comes to the share of female judges and women in management positions (Chapter 11). The representation of women in parliament is above the OECD average (Chapter 14), though women's share is slated to fall following the most recent election. There has also been progress on women on boards of directors, and since January 2016 German businesses must meet the mandatory quota of 30 percent of supervisory board positions to be filled by women (there is no legal quota for executive boards). Still, progress has been slow, and in public services Germany has now introduced affirmative action measures giving qualified women preference in promotion. Further support is needed to provide equal opportunities in leadership, including mentoring and access to networks.

### Women on Boards, 2013 and 2016

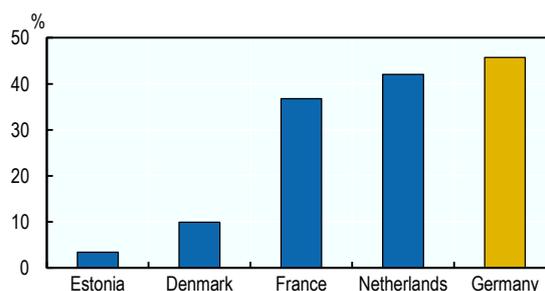


Notes: Female share of seats on boards of directors in publicly listed companies. See [Figure 14.1].

### Career interruptions expose women to financial risks

The unequal division of paid and unpaid work also means that women are relatively exposed to financial risks. For example, women in Germany are about two-and-a-half times more likely than men to experience an income decrease of 20% or more in the case of divorce (Chapter 4). Shorter and interrupted working lives and constrained career profiles also help explain why women's pensions are of relatively small value. The gender pension gap in Germany is the largest in the OECD, with women's pension income only about half that of men. Current pension payments reflect historical employment choices and underscore the importance of closing gender gaps in labour market participation and hours worked.

### Gender gap in pensions, 2013/2014



Notes: 65+ year-olds. Data for Denmark and the Netherlands refer to 2013, and for Estonia, France and Germany to 2014. See [Figure 13.4].