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Brandenburgische
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**Gender Pay Gap - New solutions
for an old problem
Developing transnational
strategies together with trade
unions and gender equality units
to tackle the gender pay gap –
Final Conference, Zagreb 8.6.2016**

Germany – findings and action

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Employment by gender

| 2014 | Germany | | East | | West | |
|----------------------------|---------|-------|------|-------|------|-------|
| | Men | Women | Men | Women | Men | Women |
| Labour force participation | 82,3 | 72,4 | | | | |
| Employment rate | 77,7 | 68,8 | | | | |
| Part-time work/rate (2011) | 9,7 | 46,0 | 11,2 | 34,9 | 9,3 | 48,7 |
| Gender Pay Gap (2013) | 22 | | 8 | | 23 | |

Source: Statistical office, Mikrozensus, Auswertungen DIW, Hans-Böckler-Stiftung

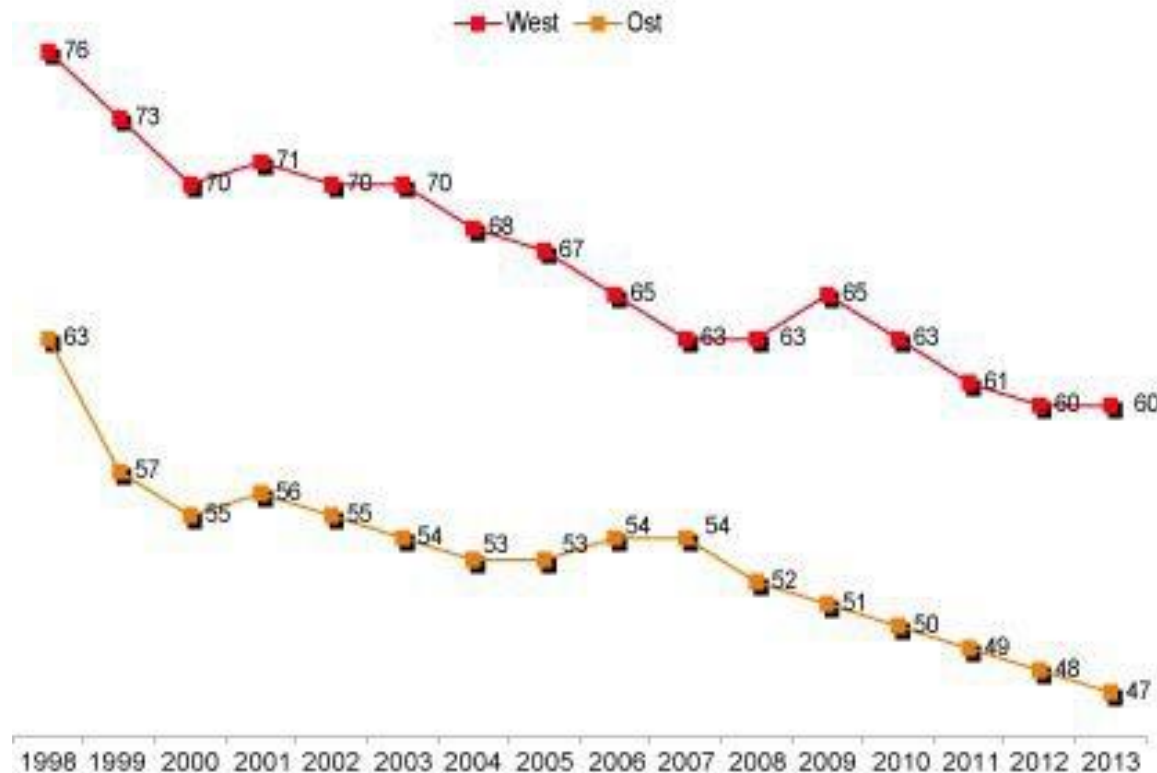
Wage setting mechanisms in Germany

- Collective bargaining at industry level between individual trade unions and employers' organisations -> central arena for setting pay and conditions
- Separate agreements between trade unions and specific companies (e.g. motor company Volkswagen)
- laws and governmental wage regulations (“Besoldungsordnungen”) regulate the wages of **public servants** (“Beamte und Beamtinnen”)
- For **churches and religious charity organizations** as employers the legal basis for wage setting is different
- for a large part of the workforce, wages are set “**freely**” by the employer **without any collective bargaining background**

Collective agreements

Fig. 1: Share of workers covered by collective agreements 1998 – 2013, in %

Tarifbindung 1998 - 2013
- Beschäftigte in % -



Source: WSI Tarifarchiv, Download unter http://www.boeckler.de/pdf/ta_tarifbindung_beschaefigte_1998_2013.pdf, last download 06-03-2015

Quelle: IAB-Betriebspanel.

Current initiatives to fight the gender pay gap

Government strategies:

- Coalition agreement (2013) refers to the gender pay gap and announces the evaluation of current collective agreements -> Wage transparency,
 - 2015 draft bill

Other:

- Equal Pay Day -
 - 1.9.2014: new advisory council initiated by the Federal Ministry for Women's affairs to support the organisation of the annual Equal Pay Day
- Different projects and evaluation tools (i.e. LogiB-D, eg-check, EVA-list)

Sectoral analysis

Financial and Insurance sector

Human Health activities

Key Findings:

- High percentage of women in both sectors
- High gender pay gap (above the general level)
- Segregation in both sectors high
- Attention for the gender pay gap is quite low
- Union focus on other gender issues

Futher Activities

- Presenting findings of the sectoral analysis and the comparative analysis in seminars (university) and conferences
- Writing articles for different magazines and publications
- Film on the awareness on the gender pay gap
- Networking with other actors in the field

THANK YOU!