

*Pledge:*

"Germany pledges to expand support for women's professional skills in developing countries, and require corporate boards at home to apply a 30 per cent quota for women. Calling for women to play a more prominent role in politics, the economy and society, Germany commits to launching an initiative to bolster women's professional qualifications in developing countries and promote women's entrepreneurial empowerment. It recognizes that there is still room for improvement in Germany, and has taken steps forward by enhancing options for child care and passing a law on women in leadership positions. Germany had previously committed that in 2016, stock-listed and fully co-determined companies will be required to reserve at least 30 per cent of supervisory seats on their boards for women. Speaking at the Global Leaders' Meeting on 27 September 2015, Chancellor Angela Merkel said: "We all committed ourselves in 1995 to implement the Beijing Platform for Action. Now we are making a new commitment with Sustainable Development Goal 5. Commitments are good. Action is better. Let us take action!"

<http://www.unwomen.org/en/get-involved/step-it-up/commitments#sthash.eev77b81.dpuf>

*Response:*

*The Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector is in force since May 1, 2015. Accordingly 3,500 enterprises are obliged to establish targets for increasing the proportion of women on their boards and at several management levels by September 30, 2015. Since January 1, 2016 a gender quota of 30% has been in place for the supervisory boards of businesses that are listed and are subject to parity-based co-determination. ...*

*To further improve the situation of women in the labour market the Federal Government has intensified its efforts to overcome the gender pay gap and to achieve equal opportunities. Pay discrimination is already forbidden by the General Equal Treatment Act. Furthermore, the Federal Government plans to introduce new transparency regulations, according to which companies with 500 and more employees will have to report on pay differences, as well as obligatory procedures and a right to information to eliminate pay discrimination.*

*Being a vital part of the Beijing Platform for Action and of target 5.2 of the 2030 Agenda Germany gives high priority to the elimination of violence against women, including in its policy for refugee women and their children in Germany and abroad.*

*Together with a reform of the penal code regarding the provisions for criminalizing trafficking in persons broadening the scope of conduct qualifying for trafficking in persons, the Bundestag and the Bundesrat passed a reform of the penal code provision for rape and sexual violence, bringing the German legislation into conformity with the standards of the "Council of Europe Convention to prevent and combat violence against women and domestic violence". In addition, the "Law on Regulating the Business of Prostitution and Protecting Persons working in Prostitution", a bill regulating prostitution more broadly, was passed. The main goal of this law is to improve the protection of persons in legal prostitution.*

*To further foster women's role in politics, the economy and society, Germany as part of G7 committed to support its partners in developing countries to overcome discrimination, sexual harassment, violence against women and girls and other cultural, social, economic and legal*

*barriers to women's economic participation. Being part of the G7 initiative on women's economic empowerment, Germany committed to increasing the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one third by 2030. Moreover, Germany supports the UN Women's Empowerment Principles and calls on companies worldwide to integrate them into their activities. Germany's commitment has been further strengthened by the Development Policy Action Plan on Gender Equality 2016-2020 which includes, among others, the economic empowerment of women as well as their participation, voice and leadership as priority themes.*