

Yes**We**Plan!

Country Situation Report

GERMANY



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1. BASIC DATA					
Total population	83.100.000		... of which are female	50,80%	
Number of Architects*	116703 ⁴⁾		...of which are female	33,10%	
Number of Civil Engineers*	⁵⁾		...of which are female	⁵⁾	
Graduates in Architecture	2019	-	...of which are female	2019	-
	2018	8.213		2018	57,00%
	2017	7.935		2017	57,00%
	2016	7.520		2016	58,00%
	2015	7.537		2015	57,00%
	2014	7.096		2014	58,00%
	2013	6.758		2013	58,00%
	2012	6.421		2012	57,00%
	2011	6.231		2011	56,00%
	2010	5.920		2010	54,00%
	2009	6.302		2009	53,00%
	2008	6.073		2008	-
Graduates in Civil Engineering	2019	-	...of which are female	2019	-
	2018	-		2018	-
	2017	10.720		2017	31,00%
	2016	10.256		2016	30,00%
	2015	9.954		2015	30,00%
	2014	8.626		2014	28,00%
	2013	7.859		2013	29,00%
	2012	6.636		2012	29,00%
	2011	5.955		2011	29,00%
	2010	5.360		2010	28,00%
	2009	5.056		2009	27,00%
	2008	4.677		2008	26,00%
Students in Architecture	2019	-	...of which are female	2019	-
	2018	10.075		2018	57,53%
	2017	11.691		2017	55,96%
	2016	11.937		2016	56,25%
	2015	11.790		2015	56,04%
Students in Civil Engineering	2019	-	...of which are female	2019	-
	2018	11.470		2018	29,89%
	2017	11.323		2017	28,53%
	2016	11.364		2016	29,42%
	2015	11.599		2015	30,38%
For Comparison: Number of medical doctors	392.400		...of which are female	43,50%	
For Comparison: Number of Lawyers	150.548		...of which are female	33,82%	

*Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.

4) This number only shows registered architects, as in Germany, only the use of title and authorisation to present building documents is regulated by law and linked to membership in the chamber.

5)As the Engineering profession is only partly regulated in Germany, there are only rough estimations available and the average proportion of women is about 10%.



2. FACTS

2.1 The professions of Architects and Civil Engineers: Regulation and Organisation

In Germany, the title Architect is protected by law and therefore the requirements for registration are stated in the Architects' laws. If an Architect wants to act under the title, he or she has to register at the Chamber of Architects of one of the 16 German "Länder" (federal states), depending on where the Architect is settled.

For German Architects, generally a minimum of 4 years of academic training and 2 years of professional practice are required for registration. Registration is based on an assessment carried out by an independent jury of professionals headed by a magistrate or a lawyer.

The obligation for further training is anchored in the Architects' laws. The Architects' Chambers are in charge of the advanced training institutes and academies.

2.2 Legal framework of Gender Equality

The German Basic Law, art. 3. states that all persons shall be equal before the law and that men and women shall have equal rights. The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist. No person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith or religious or political opinions. No person shall be disfavoured because of disability.

The Act on Equality between Women and Men in the Federal Administration and in Federal Enterprises and Courts (Federal Act on Gender Equality) has the aim to achieve gender equality, to eliminate existing discrimination on the basis of gender, in particular discrimination against women, and to prevent discrimination in the future and to improve the family-friendliness and reconciliation of family life, care work and employment for women and men.

The actual realisation of gender equality shall be promoted in accordance with the provisions of this Act. Structural discrimination against women shall be eliminated by means of their specific promotion. When achieving the aims account shall be taken of the particular concerns of disabled women and women at risk of disability within the meaning of section 2 (1) of the Ninth Book of the Social Code. In all other respects, section 2, second sentence, of the Act on Equal Opportunities for Persons with Disabilities shall apply.

The General Act on Equal Treatment has the purpose to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation (Section 1). Section 2 states that for the purposes of this Act, any discrimination within the meaning of Section 1 shall be inadmissible in relation to:



- conditions for access to dependent employment and self-employment, including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of professional hierarchy, including promotion
- employment conditions and working conditions, including pay and reasons for dismissal, in particular in contracts between individuals, collective bargaining agreements and measures to implement and terminate an employment relationship, as well as for promotion; access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience; membership of and involvement in an organisation of workers or employers or any organisation whose members carry on a particular profession, including all benefits provided for by such organisations
- social protection, including social security and health care
- social advantages, education, and access to and supply of goods and services which are available to the public, including housing

Section 33c Social Code, Book I and Section 19a Social Code, Book IV shall apply to social benefits. The Company Pensions Act (*Betriebsrentengesetz*) shall apply to company pension schemes.

The application of other prohibitions of discrimination or laws on equal treatment shall remain unaffected by this Act. The same shall apply, mutatis mutandis, to provisions under public law, which serve the protection of specific groups of persons. Only the provisions governing the protection against unlawful dismissal in general and specific cases shall apply to dismissals.

There are no special regulations in professional laws for Architects and Civil Engineers.

2.3 Official pay gap

The average gross hourly earnings of women in 2018 were 21% lower than those of men. Since 2002, the pay gap between women and men has been almost constant. The Federal Government has set itself the goal of reducing the pay gap to 10% by 2030. In 2018, the gender pay gap varied greatly from one sector to another. Professional, scientific and technical services and arts, entertainment and recreation were the sectors with the highest disparities (31% each), followed by banking and insurance (28%) and information and communication (25%). The earnings gap was also relatively high in manufacturing and distributive trades such as maintenance and repair of motor vehicles, where traditionally men are more represented than women (24%). (Source: <https://www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html>)

2.4 Income transparency

The Act to promote transparency in wage structures among women and men (Transparency in Wage Structures Act) has the purpose to enforce the right to equal pay for women and men for equal work or work of equal value. In employment relationships, it is prohibited for less pay to be agreed upon or paid to any employee based on their gender, for equal work or work of equal value, than is paid to an employee of the other gender.



Transparency is to be achieved through individual entitlement to disclosure (Persons employed in establishments with a workforce that usually counts more than 200 employees under the same employer shall possess an entitlement to disclosure in accordance with the present Act); internal company evaluation procedures (Private employers with a workforce that usually counts more than 500 employees are called upon to use internal company evaluation procedures to assess their remuneration provisions and the various remuneration components disbursed, as well as the way in which they are applied, on a regular basis, to determine compliance with the principle of equal pay as laid down by the present Act); and report on gender equality and equal pay (Employers with a workforce that usually counts more than 500 employees, who are required to file a management report pursuant to the German Commercial Code, shall file a report on gender equality and equal pay describing their measures to promote equality between women and men and the impact of the former, as well as their measures to create equal pay for women and men). Employers who apply no measures within the above shall give the grounds for this in their report.

2.5 Maternal, Parental and Care leave

The Maternity Protection Act protects working mothers before and after the birth of a child. No one expecting a child is allowed to work during the last six weeks before giving birth. After giving birth, women have to stay at home for eight weeks. In the case of premature and multiple births, this protection period is extended to twelve weeks. Women are also financially secure: During the period in which employment is prohibited, they receive either the so-called maternity wage or maternity allowance as well as a subsidy from the employer. From the beginning of pregnancy until the end of four months after childbirth, termination of the employment relationship is not permitted with a few exceptions.

The Parental Allowances and Parental Leave Act states that mothers and fathers are entitled to parental benefit if they look after and raise their children themselves after birth and therefore do not work more than 30 hours a week. The basic parental allowance can only be received in the first 14 months of the child's life. It is also possible to receive Parental Benefit-Plus beyond the 14th month of the child's life. Parents can receive Parental Allowance-Plus for up to twice as long as they would be entitled to a maximum of half of the parental allowance to which the parent without income would be entitled after birth: one basic Parental Allowance month becomes two Parental Allowance-Plus months, from which in particular part-time parents benefit.

Better reconciliation of family, care and work:

Employees can step out of work in order to care for a close relative. A short-term absence is possible for up to ten working days and employees have a claim to a carers' grant they can apply from their relative's long-term care insurance fund. A long-term absence is possible for up to six months but without legal claim against employers with 15 employees or fewer. Employees have a right to an interest-free loan as subsistence support. Family caregiver leave is possible partially for up to 24 months. An interest free loan is possible as subsistence support. In addition, there is no legal claim against employers with 15 employees or fewer. There are no special regulations for Architects and Civil Engineers.



2.6 Childcare services

In 2019 the childcare rates vary greatly from one age group to another: nationwide, 1.9% of children under the age of one were in day care. In contrast, over a third of parents of one-year-olds (37.1%) took advantage of day-care services, with numbers increasing to almost two thirds (63.2%) for parents of two-year-olds. Since 1 August 2013, children from the age of one have a nationwide legal entitlement to a publicly subsidised childcare place.

In Germany, one can choose between a Kindergarten or a “day mother” (childminder). Kindertagesstätten often have public sponsors, such as the city or municipality. This means that they have to meet certain standards. A “day mother” is a private person. Accordingly, the care provided also takes place in their private premises, i.e. in their flat or in rented rooms. In a public Kindergarten, the rooms belong to the provider and not to the individual educators. A “day mother” accommodates a maximum of five children with the same person. In a Kindergarten, there are usually several groups, with about two educators and 25 children. Since there are no uniform overviews throughout Germany, parents can expect the following costs (significant upward deviations being possible): Kindergarten: 50 to 500 EUR per month. Day mother: about 6,00 EUR/hour. Costs for childcare are regulated differently in the federal states. In Berlin, for example, childcare has been free of charge since 2018.

2.7 Public supporting measures for women in technical professions

Especially for women in STEM courses of study (mathematics, computer science, natural science, and technology) there is specific support for scholarships. Whether a scientific scholarship, a computer science scholarship or scholarships especially for women - anyone interested in a MINT scholarship can search the database “stipendienlotse.de” of the Federal Ministry of Education and Research specifically for scholarships that are only aimed at female applicants and are therefore only awarded to women. One can also select the desired subject, region and current educational status to refine the search. The website mystipendium.de uses a specially developed algorithm to compare 1.500 scholarship opportunities with the profiles of the applicants.

However, these scholarship databases are only two of many. Scholarships are not only available in Germany, but also abroad, of course, in view of the international opportunities in STEM professions. Furthermore, funding is available for internships and theses. Foundations, such as the Claussen Simon Foundation, also award scholarships to women who have completed their secondary education. The foundations’ aim is to encourage young women to pursue their interests and to take away important impulses from special workshops, which should contribute to their career decision.

A good network is at least as valuable for young scientists as it is for prospective female entrepreneurs. For this reason, several initiatives have been launched to link women in STEM professions. One example of such a project is the German Association of Women Engineers (*Deutscher Ingenieurinnenbund e.V.*), which organizes an annual conference to link exhibitors, speakers and visitors with each other and facilitate an exchange of ideas. For female computer scientists, in turn, there is, for example, the Women and Computer Science section of the “*Gesellschaft für Informatik*”, which offers networking opportunities and provides useful information such as event notes. Other MINT networks include the Femtec University Career Centre in Berlin and the international Women in Technology network, which also organise events.



2.8 Gender equality programmes in Education

"Komm, mach MINT" - the National Pact for Women (universities and schools) in STEM Professions brings together the expertise of politics, business, science, social partners and the media to change the image of STEM professions in society. "Komm, mach MINT" was launched in 2008 on the initiative of the Federal Ministry of Education and Research with the aim of getting young women interested in scientific and technical courses of study and attracting female university graduates to careers in business and science. The office of "Komm, mach MINT" is located in the competence centre *Technik-Diversity-Chancengleichheit e.V.* The association promotes nationwide equal opportunities for women and men and diversity as a principle for success in business, society and technological development. The information portal www.komm-mach-mint.de provides an overview of the broad spectrum of offers for recruiting young female employees with concrete tips, recommendations for action and a nationwide project map with more than 1.000 projects.

2.9 Working hours

Law on Working Time (*Arbeitszeitgesetz - ArbZG*)

The purpose of the ArbZG is to ensure the safety and health protection of workers in the scheduling of hours of work and to improve basic conditions for flexible hours of work. It also safeguards Sundays and public holidays as days of rest from work and of mental recreation for workers. The ArbZG allows certain divergent provisions to be reached in a collective agreement, or in an individual works agreement based on a collective agreement: Part-Time and Limited Term Employment Act (*Teilzeit- und Befristungsgesetz - TzBfG*).

The TzBfG entered into force in 2001. Its purpose is to promote part-time work, to define the prerequisites for the permissibility of employment agreements for limited terms and to prevent discrimination against part-time and limited term employees.

Employers shall enable the employees, including those in managerial positions, to work part-time in accordance with the Act. Employees who have been employed with the Company for over six months may request a reduction in their contractual working time. If part-time employees have informed employers of their interest in extending their contractual working time, they shall be given preference in filling a suitable vacancy, assuming equivalent qualification, unless urgent operational grounds or the desires of other part-time employees to change their working times stand in the way. Any termination of an employment relationship due to employees' refusals to switch from fulltime to part-time employment or vice versa shall be invalid.

Percentage of male/female part-time workers

In 2018, 76% of women and 84% of men aged 20 to 64 were employed. 47% of the employed women and 9% of the employed men worked part-time (Source: <https://t1p.de/01by>)

In 2017, 75% of women and 83% of men aged 20 to 64 were employed. 47% of the employed women and 9% of the employed men worked part-time (Source – in German: Federal Statistic Office, *Arbeitsmarkt auf einen Blick Deutschland und Europa*, <https://t1p.de/pe4g>, pages 6 and 50).

In 2017, the percentage of male/female part-time workers within the profession of Architects was as follows:



Architects who are self-employed: 36% female, 11% male, 17% overall (Source: BAK, <https://t1p.de/urmi>, page 21)

Architects who are employed: 44% female, 9% male, 26% overall (Source: BAK, <https://t1p.de/1w6s>, page 97)

Architects who are civil servants: 28% female, 7% male, 15% overall (Source: BAK, <https://t1p.de/eyv2>, page 67)

3. EXPERT OPINIONS

3.1 History of professional Gender Equality

In 2020, Architecture in Germany is still a male dominated sector. Gender equality in the professional and working world has not yet been established. There are more men at senior management levels than there are women. A gender pay gap exists in Germany. Although since 2006 more than 50% of the graduates in Architecture are women, there is only a small proportion of architectural firms that are owner-managed by women. Even today, women are still more often employed in part-time jobs because they must take care of the family and children. The tendency for young women to take the step into freelance work is currently declining.

The first architectural office run by a woman was opened by Emilie Winkelmann in 1908 and was an absolute exception. Many women contributed to the Bauhaus era (1919-1933) but are hardly noticed by the public to this day. Although there have been balanced figures about graduates (women and men) for about 15 years, the job title “Architect” is used in the official institutions and media in the exclusively male form and continues to shape the common view of the job profile. One indication of this is that even female Architects often describe themselves as “Architects” in the male form.

3.2 Societal obstacles preventing comprehensive Gender Equality

Although traditional roles are no longer maintained in society, there are still doubts about technical and economic skills among women. While women are still trusted with the use of colours, fabrics and decoration, the construction sector is rather sceptical if women have enough skills in the areas of construction supervision or construction management. A positive, proactive attitude to gender equality has become mainstream in academic circles. In fact, however, there are still massive difficulties in implementing this theory. Conventional images contribute to this, which are passed on by men and women alike without reflection. In particular, project partners – women and men - continue to place less trust in women with regard to assertiveness and financial controlling.

3.3 Challenges for female Architects and Civil Engineers

It is a particular challenge for women in Architecture and construction to assert themselves against the traditional masculine image of the construction sector.



Sexual harassment is omnipresent in society, and the construction sector, which is dominated by men, is also affected. To achieve parity would be an important step to change this. Working conditions in the architectural profession are still hostile towards women and families. Female employers advocate for creating part-time jobs and keeping the evenings and weekends free from work. Women are very rarely employed in construction companies. Often there are open verbal attacks on the construction site, which for the most part could be ended with clear statements. Involving women on the construction site could help to optimize their workflow.

3.4 Pay gap: Reasons and future tendencies

In Germany, planning fees are calculated as a percentage of the construction sum, based on an official fee scale (HOAI). Experience shows that men demand higher remuneration for their services than women do. They often make use of the degree of flexibility offered by the HOAI at the upper limit of what is possible, while women set the fee calculation lower. The fee structure for Architects and Engineers does not differentiate between the sexes. Since fewer women work independently or are less often office owners, fewer women also calculate according to the fee tables of the HOAI. The number of female freelance Architects tends to decline. Women are more often employed and work part-time because they are often required to bring up their children. This means that women cannot develop their full potential in their careers and therefore earn less than men do. The hourly rates of remuneration are often too low in proportion to the fees calculated based on the HOAI. This discrepancy very often affects women in their function as employees.

Another reason for the gender pay gap is that there is no social acceptance in Germany for transparency of salaries. The male-dominated architectural industry and a particularly heroic self-image will probably not play a proactive role in reducing the gender pay gap.

3.5 Parental leave in practice

Women are still more involved in raising children. In general, there is a widespread view in Germany that raising children is the responsibility of women. This state of affairs, which is widely accepted by society, is largely due to the fact that men earn more, and it would be less economical for them to stay at home instead of their female partner. The situation is further aggravated by the fact that the costs for childcare outside the home are still too high.

If men were to apply for parental leave just as frequently as women did, this exclusion criterion would no longer apply when selecting male or female employees. Men often limit parental leave to two months, which is a prerequisite for taking advantage of the maximum parental leave of 14 months.

Women should be more strongly encouraged in the construction industry to combine raising children with freelance or independent work.



3.6 Care leave in practice

Men still take care leave significantly less often than women do, but the trend is rising. Since the introduction of the parental allowance in 2007, the proportion of men taking parental leave has risen from around 3% to 37% in 2016. In comparison, more than nine out of ten mothers take parental leave, and to a much greater extent than fathers. The reasons for the low take-up of parental leave by fathers are financial and the fear of negative professional consequences.

3.7 Importance of supporting networks

Structures of a classical extended family hardly exist anymore. Parents often have their children late. In most cases, the grandparents live further away and are either still working themselves or are sometimes already in need of care. This can represent an additional burden, which often women must bear.

3.8 Working hours in practice

A great help to families would be more flexible working hours for both parents. In the construction industry, however, presence around the clock is usually expected. Permanent employees are required to work overtime.

In the course of digitalisation, some employers in the building industry have also made working hours more flexible, but unfortunately this often means that you have to be available at all times, including at home. Thus, flexitime is common. Part-time or home office has not yet become established, except in some small offices. The vision, that the profession of Architects is a 60h job, still exists.

3.9 Access to the profession for Newcomers

The shortage of skilled workers is also making itself felt in the construction sector due to the current building boom. Therefore, graduates in Architecture have a relatively easy access to the labour market. Employers are beginning to adapt to the situation of young people and to consider their needs, including flexible working hours, modern working models and less overtime.

The starting salaries for young graduates are nevertheless lower in the building industry than in other professions.

3.10 Solidarity in practice

Solidarity does exist between colleagues. This can be derived from many initiatives taken by female Architects for female Architects. In recent years, as in the past, a number of events



have been held, prizes for Architects have been established, and networks and groups for gender equality in Architecture have been founded.

3.11 Future developments of professional Gender Equality

Gender equality in Architecture and construction is progressing far too slowly. Not a lot has happened in the past 25 years. Workplace design should be made more flexible for both genders. A better reconciliation of family and work or work-life balance is generally necessary for men and women in Architecture. Women often only get small orders in private single-family house construction, or they reconstruct day care centres. Exceptions unfortunately only prove the rule. The profession of Architects is still far too masculine. The sector is far behind other countries in terms of gender equality. There is a risk that orders will be lost to international and non-industry companies. Gender equality is an expression of social justice and must be demanded. In Germany and all over the world.