



Gleichstellung
weiter denken
Geschäftsstelle Gleichstellung

1 Women and men* play equal parts in determining and shaping the **life of the community** in its political, economic, cultural, and social facets.

Women and men* are **equally empowered and self-directed** in all areas and phases of their lives. **2**

A mission statement

3 Women and men* earn their own livelihoods and secure poverty-proof retirement with the help of high-quality initial and continuing education, equal compensation, and **equitable access to the employment market.**

Women and men* share **equitably in family- and care-related work** involving household chores, child rearing, and looking after other family members, while maintaining their **own independent livelihoods.** **4**

Women and men* have **equitable participation** in the state's resources. **5**

6 Women and men* **can depend on the government** to demonstrate gender equity in its speech, writing, and actions.

7 Women and men* **learn and teach in a gender-equitable way** in schools, day care centers, and all other educational facilities.

Women and men* are offered gender-equitable **programs in health care and sports.** **8**

in the state of

9 Women and men* feel **safe and are not subject to violence or sexist discrimination** in either the private or public spheres.

Women and men* are free to express their personalities and **are appreciated and respected in their diversity.** **10**

* Including boys and girls and people of other gender identities of all ages, respecting the diversity of their sexual orientations, disabilities or impairments, ethnic origins, religions, and viewpoints.

Berlin

Evolving ideas: Equality – Thinking ahead

The big picture THE GPR

The Berlin-wide Gender Equality Framework Programme (GPR) has been in operation since 2008. Under its umbrella, all bodies of the Berlin government have agreed on their gender equality responsibilities. The same obligation applies across Germany and throughout the European Union, where it is known as gender mainstreaming. The concept is that gender equality should be addressed by mainstream policy, not a peripheral institution. Recognizing the critical role that money always plays, the drive for a gender-equitable distribution of funding is described using the term gender budgeting. Both of these efforts are components of the GPR's agenda.

First things first –The five Fields of action

Which issues are the most crucial in order to advance equality between men and women? Which issues are already central in Berlin policy and thus currently on the table? In light of both these criteria, the GPR has determined its five fields of action: education, gainful employment, demographic change, social justice, and integration.

Education

Education is the key to the rest of a person's lifetime. Education determines their career opportunities and their income, and ensures a secure retirement. Education paves the way to independence, self-determination, and fulfilling one's potential. And that's why education is at the core of all gender equality policy. Day care, school, higher education, vocational training, and continuing education all shape the lifelong paths of girls and boys, men and women. These paths should not be obstructed by stereotypes or preassigned roles. The next generation of jobs and leadership positions, whether in health care and social work or the sciences, should be truly open to both genders.

Gainful

Employment

Self-determination requires financial independence, which is scarcely possible without having a profession of one's own. Berlin has an above-average percentage of women in the workforce, but many of them only work part-time or have "mini-jobs." This excludes them from access to an adequate income, opportunities for advancement, or a livable pension. The need to care for children or other family members is a significant reason behind the large gap between women and men in the working world. Thus equal access to edifying work will not be possible until the task of caring for family members is shared equitably. Careers dominated by women should no longer be poorly compensated.

Demographic

Change

Berlin is a young, dynamic city that attracts many new residents from elsewhere. The population is shifting as Berlin grows, becoming older, more international, and more diverse. Men and women have evolving values and lifestyles. Traditional family structures are becoming less universal. There are increasing numbers of single parents, one-person households, and same-sex couples living together. Self-organized groups of people are opting to share homes, forging new forms of communal living. Gender equity in planning means paying close attention to the varying conditions and needs of women and men, be it in terms of financial resources, the demand for safety and cleanliness in public space, or the commonplace challenges of getting through the day with children or other family members who require care.

Social

Justice

Berlin is justifiably proud of its vibrant diversity. Social justice means that everyone gets to participate in the cultural, social, and political life of the city. Restrictive rules placed on women are unacceptable, as are places where LGBT people or people of color are afraid to walk down the street. Public space must be safe, accessible, and inviting for senior citizens and people with disabilities as well. The city's rich cultural life should be open to all social groups and should break through sexist or racist prejudices and traditions. Participation is largely dependent on money and education, so advocacy for gainful employment and equitable access to high-quality education plays a role in this area too.

Integration

The energetic metropolis is enhanced by the diversity of immigrants who have made Berlin their home. Migration is often a very strenuous process that entails both the courage to depart and the challenges of getting acquainted with a new environment characterized by a different language and unfamiliar laws and customs. Gender equality means supporting the right of girls and women from immigrant backgrounds to lead independent, self-directed lives. That includes promoting equal treatment of both genders outside and inside the family and the rejection of male domination, control, and violence. But it also includes ensuring a civil service that actively promotes equitable access for immigrants to day care and schools, health care and nursing services, the political system, and employment.

It's the state's job. Gender Equality for real

Germany's constitution has asserted the equity of men and women for 65 years. To help reality catch up with the law, the constitution was amended 20 years ago obligating the State to enforce the actual equality of women and men.

The state of Berlin has already done a lot towards this end. It has worked to promote equal opportunity on the employment market and to protect women and children from domestic violence. It has passed the State Gender Equality Act and promoted women's initiatives. Yet a policy to improve gender equality can only be truly successful if all bodies of government in both the districts and the Senate administration act in concert.

Works in progress

A mission statement

For numerous people and agencies to work together on the same task, they need a common basic understanding. That is why, drawing on experiences with the GPR, the idea arose to develop a joint mission statement on gender equality in the state of Berlin. It outlines what life in an ideal, gender-equitable Berlin would look like and serves as a guide for the government's actions related to all spheres of life, including employment, family, and culture.

The mission statement was compiled by the Equality Office and the representatives for gender issues from the Senate and the districts. It is brought to life by all of the city's employees and residents.

Many projects in one place. It all comes

together

Since 2008, the Equality Office has coordinated plans for gender equality policy across the state. Its responsibilities include advising committees (all State's Secretaries, the Working Group of Representatives for Gender Issues, and other steering meetings), providing specialized consultations for all government bodies, developing and overseeing measures and projects, drawing up the gender equality mission statement, performing campaigns and publicity, keeping the media informed, and foremost devising good ideas for ways to increase gender equality for real.

Learn more at:
www.gleichstellung-weiter-denken.de



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10969 Berlin, Germany

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