

Annex II

Further information provided and measures implemented by the *Länder* relating to specific paras. in the Committee’s List of Issues and Questions Prior to Reporting (LoIPR)¹

Re para. 1 LoIPR – General information / data collection	
Berlin	<p>Berlin’s Gender Data Report presents annually updated data on women and men in relation to the following issues: demography, education, working life, income, health, violence against women and political participation. The 11th Gender Data Report (2019) is available in German at https://www.statistik-berlin-brandenburg.de/gender/.</p> <p>A comprehensive report on the situation as regards implementation of Berlin’s Equality Act is published on a regular basis. It focuses on trends in relation to the equality of women employed by the <i>Land</i>, in particular in the higher grade of the civil service and more senior managerial positions. The 14th Report (2020) is available at https://www.parlament-berlin.de/ados/18/IIIPlen/vorgang/d18-3076.pdf.</p>
Brandenburg	<p>The 2020 Gender Equality Report presents and explains up-to-date data and facts on the gender equality situation in Brandenburg. Some of the data are broken down by age (health, alcohol consumption). The report is available in German at https://msgiv.brandenburg.de/msgiv/de/service/publikationen/.</p> <p>The Seventh Report on the Implementation of Brandenburg’s Equality Act was published in 2019 and is available at https://msgiv.brandenburg.de/msgiv/de/service/publikationen/.</p> <p>Statistics on the current situation of women, for example as regards the fight against poverty (see re para. 17), can be found in the Berlin–Brandenburg Regional Social Report (last published in 2019). Taking data drawn from the micro census as its basis, the Report presents at-risk-of poverty rates for counties and county boroughs in Brandenburg, in each case broken down by a distinct indicator which represents the link between the poverty risk and relevant social factors, such as age, gender, “migration background”, level of education and housing status. The Regional Social Report is available at https://msgiv.brandenburg.de/sixcms/media.php/9/Datenblatt_Brandenburg_Sozial_2019_.pdf</p>
Hamburg	<p>The Hamburg Gender Equality Monitor (see www.hamburg.de/gleichstellungsmonitor) was compiled by the Gender Equality and Gender Diversity Unit in the Hamburg Authority for Science, Research, Equality and Districts in cooperation with the</p>

¹ NB: Owing to the wealth of gender policy initiatives undertaken at all levels, this Annex only sketches a few exemplary measures and trends. The fact that not all the *Länder* are always mentioned in relation to the individual paras. of the LoIPR does not mean that they are not implementing any measures in the respective field. Ongoing or older measures not implemented during the current reporting period were deliberately not included, or only by way of example, if they are still of particular relevance to ongoing activities during the current reporting period.

	<p>Statistical Office North and with the support of the Senate Press Office. This digital Monitor uses figures, data and facts relating to 63 indicators in six areas of activity to depict various aspects of the life of women and men in Hamburg. Because only an online version is available, the information presented in the Gender Equality Monitor can be regularly and continuously updated and refined. Being digital and accessible also means it guarantees low-threshold, precise and free access to a range of information for anyone with an interest in this topic. The presentation of empirically based gender equality trends in Hamburg and the status quo presented in the Monitor gives an indication of those areas in which intensive efforts still need to be made to enable both women and men to live a self-determined life with equal rights.</p> <p>Women in the public sector – Women in leadership positions In the reporting period (March 2017–March 2020) the self-defined targets which were communicated to the citizens of Hamburg in relation to the share of women in salary brackets B2–B6 and comparable salaries for those subject to collective agreements were both exceeded at the end of each year.</p>
<p>Mecklenburg-Western Pomerania</p>	<p>The Ministry of Social Affairs, Integration and Gender Equality presents an annual report to the cabinet on the situation as regards implementation of target agreements aimed at increasing the share of women in leadership positions in the <i>Land</i> administration.</p>
<p>Lower Saxony</p>	<p>Regional Gender Equality Atlas The regionalised Fourth Gender Equality Atlas for Lower Saxony was published in January 2021 both in printed form and to download. The Atlas presents information on the situation as regards implementation of gender equality policy in communities and counties in Lower Saxony. In terms of structure and content it largely mirrors the Fourth Gender Equality Atlas for Germany and also includes new indicators relevant to Lower Saxony, including</p> <ul style="list-style-type: none"> – regional pay disparities – the share of people working from home – the share of people in gainful employment who regularly also work from home, with the possibility of breaking down figures by gender, mothers/fathers, full-time/part-time work – the number of people in gainful employment caring for children or relatives – full-time heads of administration (counties, communities).
<p>North Rhine-Westphalia</p>	<p>The Gender Equality Atlas for North Rhine-Westphalia, published in March 2021, uses 52 selected indicators relating to participation, education, qualifications, labour market participation, intimate partner violence and poverty in old age to present local- and state-level data. It now incorporates reporting, in a separate chapter, on the Equality Act, which used to be published separately every five years.</p> <p>Further, North Rhine-Westphalia plans to publish a report in 2021 on state-wide and regional trends relating to women’s gainful employment. The report will focus on various gender-specific issues, from education and training choices to trends in part-time and full-time work, to the number of women and men in leadership positions. Data is also presented on young women</p>

	<p>without a vocational training and on low-qualified women with difficult access to the labour market.</p> <p>The 2018 Labour Market Report for North Rhine-Westphalia, which focused on women in the labour market, contains a separate chapter on working single parents (https://www.gib.nrw.de/service/downloaddatenbank/arbeitsmarktreport-nrw-2018-themenbericht-frauen-am-arbeitsmarkt-mit-einem-sonderkapitel-alleinerziehende-am-arbeitsmarkt). Besides the categories “migration background” and “age”, it also includes “number of children” and “age of children”.</p>
Rhineland-Palatinate	<p>Under the provisions of the Rhineland-Palatinate Gender Equality Act, the <i>Land</i> government submits a report to the <i>Land</i> parliament in each legislative period on the situation as regards enforcement of the Act. In order to bridge the relatively long five-year period between these reports in which no data are available, the Ministry for Family Affairs, Women, Youth, Integration and Consumer Protection in cooperation with the Rhineland-Palatinate Statistical Office began publishing an annual interim report in 2018. Among other things, this interim report provides details on the age of all employees, on the extent, type and length of their service or working relationship, or grouping and salary, in each case broken down by gender.</p> <p>These annual interim reports provide a good, regular and up-to-date data basis on gender equality in the public sector in Rhineland-Palatinate. This enables deficits in relation to gender equality to be identified early on and measures to counteract negative developments to be taken at an early stage.</p>
Saxony-Anhalt	<p>Since 2012 the Ministry of Justice and Equality has conducted annual gender-sensitive monitoring on the share of women in senior leadership positions in the <i>Land</i> administration in Saxony-Anhalt (as at 31 Dec. of each year). This monitoring serves to create transparency, on a uniform data basis, as regards the management training process. The necessary measures are then elaborated on the basis of insights gained. At the same time, this serves the results monitoring of the target set out in the coalition agreement of achieving a 50% share of women in management functions in the public administration, including schools and higher education institutions (universities), by the end of the current legislative period.</p>
Schleswig-Holstein	<p>Under section 24 (1) Equality Act, the <i>Land</i> government of Schleswig-Holstein is required to regularly report on implementation of the Act. The last such report was the Fifth Equality Report (2014–2017/18), the first to include an overview of who holds senior leadership positions – in the highest <i>Land</i> authorities all the heads of division and heads of department and, in the direct <i>Land</i> administrative authorities, all the heads of authority. These data were collected by the ministries on 1 Sept. 2018.</p> <p>Protection against violence case numbers: The Specialist Report on Domestic Violence published by the Police Department in the Ministry of the Interior, for Rural Regions, Integration and Equality shows that 3,803 cases of domestic violence were recorded in Schleswig-Holstein in 2019, 664 of which involved one of the parties being barred from premises under the Protection Against Violence Act.</p>
Thuringia	<p>Figures relating to the situation of women in Thuringia and to sustainable development (implementation of the Sustainable Development Goals (SDGs) in the 2030 Agenda) are set out in the 2020 Report of Indicators published by the Ministry of the</p>

	Environment, Energy and Nature Conservation of Thuringia (see https://umwelt.thueringen.de/fileadmin/Publikationen/Publikationen_TMUEN/Indikatorenbericht_TMUEN_2020_01.pdf).
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Re para. 3 LoIPR	
Baden-Württemberg	The Act on Realising Equal Opportunities for Women and Men in the Public Service in Baden-Württemberg was adopted by the <i>Land</i> parliament of Baden-Württemberg on 17 Feb. 2016. An evaluation of the Act is currently being conducted to examine whether the targets set have been achieved since it entered into force, for instance changes in the employment structure (e.g. the share of women overall, in leadership positions, in flexible work models, in training measures). Results have been expected in the spring of 2021.
Mecklenburg-Western Pomerania	The amendment of the Equality Act of Mecklenburg-Western Pomerania in 2016 revised the classic definition of gender equality, placing more focus on the fact that the state is required to act (see Article 3 (2) sentence 2 Basic Law) wherever one gender is seen to be at a structural disadvantage. The rules on reconciling family life, care work and paid work were also expanded in the course of this legislative amendment, the role of equal opportunities officers was strengthened, gender parity ensured in committees and bodies, and target agreements were introduced.
Saxony	The Free State of Saxony has two institutions which coordinate its anti-discrimination work in relation to multiple characteristics: <ul style="list-style-type: none"> a. The Anti-Discrimination Office, which is tasked with the interdepartmental coordination of measures to implement Saxony’s anti-discrimination policy and with supporting the establishment and expansion of model needs-based networking and advisory bodies for anti-discrimination work in Saxony as well as cooperation at federal, state and local level. b. The Steering Committee on Combating Discrimination in Saxony enshrines anti-discrimination policy as an interdepartmental cross-cutting issue and is responsible for the interdepartmental process of coordination and for concretising and developing Saxony’s anti-discrimination policy in cooperation with the <i>Land</i> ministries and civil-society actors. It discusses current issues relating to anti-discrimination work, legal developments and common tasks. The Steering Committee also supports the “Anti-Discrimination Advisory Bodies in Saxony” model project. Its members include representatives of the relevant specialist ministries and of the <i>Land</i> parliament, various commissioners appointed by the <i>Land</i> parliament and civil-society organisations, including those working in the field of gender equality policy.
Saxony-Anhalt	Saxony-Anhalt is using various state-level programmes under its 2020 “State Programme for Gender-Equality in Saxony-Anhalt” to re-structure the cross-cutting tasks of enforcing genuine gender equality and preventing discrimination based on sexual identity. The State Programme comprises a framework programme, guiding principles, implementation agreements, individual measures and regular progress reports. These elements provide an innovative, sustainable and uniform structure for updating gender equality policies and measures in Saxony-Anhalt. Measures which formed part of the “Gender Equality in Saxony-Anhalt” state programme (2012–16) continue to have an effect in the relevant areas of activity.

Schleswig-Holstein	Implementation of gender-policy measures in Schleswig-Holstein are coordinated at regional level under the Equality Strategy of Schleswig-Holstein (currently in preparation). Based on the work priorities which result from the coalition agreement, concrete targets and measures are to be defined for the period up to 2021 as well as beyond.
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Re para. 7 LoIPR	
Berlin	<p>In 2008 Berlin published its first Gender Equality Framework Programme, thereby taking on a pioneering role in Germany in this area. Gender-policy measures are currently being planned and implemented across all the administrative authorities for the third legislative period in succession in order to promote, firmly establish and interlink the gender equality process in Berlin at the Senate Administration and district level. This requires a critical analysis, on an ongoing basis, of the areas of activities, priority areas, target groups and tools. To ensure that the gender-policy effects of the Framework Programme (successes and reduction of remaining disparities) can evolve on a sustainable basis, the planned measures will also be supported by external gender experts, where necessary. For further information, see https://www.berlin.de/gleichstellung-weiter-denken/gpr/gpr-iii/.</p> <p>Berlin Equal Opportunities Programme: The Programme (2016–20), which aims to realise equal opportunities for women, combines the promotion of the professional qualification of women scientists and artists with measures to eliminate structural barriers. Its various instruments are aimed at permanently increasing the number of women at all levels of qualification in academia, especially those in leadership positions, as well as at firmly embedding gender aspects in research and teaching. The Programme is being continued in 2021 with modified funding priorities and conditions.</p>
Brandenburg	Brandenburg’s Gender Equality Policy Framework Programme was updated in 2020. It includes both the <i>Land</i> government’s Guidelines for Equal Opportunities for Women and Men and a package of measures. The visions and targets it sets out are implemented on an ongoing basis through events organised by the <i>Land</i> government and projects funded by independent organisations.
Hamburg	<p>Updated Equality Policy Framework Programme</p> <p>Hamburg was one of the first <i>Länder</i> to draw up an Equality Policy Framework Programme in 2013. The Programme, entitled “Self-Determination and Equitable Participation”, provides an overview of gender equality policy measures undertaken by the specialist authorities in Hamburg and presents the gender equality policy challenges Hamburg is facing. It also sets out the principles and guidelines which the city-state applies to its gender equality policy. The Programme, which is regularly evaluated and updated, forms the basis for gender equality policy work in all Hamburg’s authorities.</p> <p>Gender budgeting</p> <p>The principle of gender budgeting was agreed in the coalition agreement for the current 22nd legislative period. In future, “the</p>

	<p>distribution of budget funds [is to] highlight, based on the principles of gendered budgeting, the impact which budgetary decisions have on gender equality” (p. 130 of the coalition agreement).</p> <p>Target agreements are already being implemented: a high-ranking working group, including representatives of all the specialist authorities, was set up and tasked with implementing a comprehensive gender budgeting policy in Hamburg.</p>
Hesse	<p>In 2021, the government of the state of Hesse will present its Sixth Report on Implementation of the Equality Act of Hesse in the Public Service in Hesse to the parliament of the state of Hesse pursuant to section 7 (9) Equality Act of Hesse.</p>
Lower Saxony	<p>Numerous special measures to promote women’s participation in politics and society are being implemented in Lower Saxony, for example decentralised measures to strengthen cooperation between local authority equal opportunities officers and members of local councils. Lower Saxony is using such measures to strengthen the role of the equal opportunities officers and to enhance their networking with other actors in local authorities and associations, thus lending impetus to give gender equality policy a more practical orientation.</p>
Rhineland-Palatinate	<p>In order to further promote gender equality in the public service, the <i>Land</i> government of Rhineland-Palatinate on 6 Apr. 2020 adopted a concept for Strategic Personnel Planning for Women in Leadership Positions in the Land Administration (Ministerial Decision). The aim is to further increase the share of women in leadership positions in the <i>Land</i> administration. Among other things, the <i>Land</i> government agreed that all agencies are to have a best practice catalogue which includes personnel development measures aimed at increasing the proportion of women in leadership positions. Further, training courses for managers on “The Strategic Personnel Development of Women in the <i>Land</i> Administration” are to be organised. In addition, a job pool called “Leadership Positions in the Job Sharing Model” is to be created in 2021 and allocated five B3 posts so as to be able to provide job shares for higher-grade managers (“B3 roles”). Ministries will be able to access this job pool where necessary. The measure will be evaluated in 2023 to examine whether the concept has led to an increase in the proportion of women in leadership positions.</p>
Saxony	<p>In their current Coalition Agreement the governing parties in the <i>Land</i> government of Saxony agreed to adopt a Gender Equality Act for the Public Service in the Free State of Saxony in 2021. It will make tools available which can be used to increase the number of women in leadership positions in the public administration, to improve their ability to reconcile family life and paid work, and to close the gender pay gap.</p>
Saxony-Anhalt	<p>In the consistent implementation of sections 10–12 Act to Promote Women in Saxony-Anhalt, measures to improve women’s participation in policy- and decision-making processes, such as tailor-made training courses or redesigning articles of association and statutes, were taken with the aim of achieving equal numbers of women and men in various bodies and committees. A report detailing whether committees and bodies were filled with equal numbers of men and women was submitted to the cabinet once a year throughout the reporting period (2017–20).</p>

	<p>The Project Network Office General Equal Treatment Act aims to teach the skills needed to apply the Act and to raise awareness of discrimination in order to eliminate it and prevent it occurring. The project was allocated €502,770 in funding (as at: 31 Dec. 2019) in the funding period (2014–20).</p>
<p>Schleswig-Holstein</p>	<p>In 2017 Schleswig-Holstein introduced its Act to Safeguard the Work of Local Government Equal Opportunities Officers. Under that Act, equal opportunities officers in municipalities with a population of more than 15,000 must hold a full-time position; part-time positions must be the exception. It is not possible to hold a part-time position with less than half of the regular working hours of a full-time position (entry into force: 31 March 2017). Under previously applicable regulations, equal opportunities officers only needed to be employed as their main activity.</p> <p>In January 2018, Schleswig-Holstein, in consultation with local associations, recognised the principle of coherence. As a result, municipalities will have the costs arising on account of the new statutory regulation reimbursed.</p> <p>Since 2015 Schleswig-Holstein has every two years conducted an interdepartmental review of progress made in terms of gender parity in committees and bodies. Based on the judgment of the Schleswig-Holstein Higher Administrative Court of 6 Dec. 2017, local authorities in Schleswig-Holstein were provided with a handout entitled “The Appointment and Posting by Local Authorities of Representatives to Bodies and Committees” in the implementation of section 15 Equality Act.</p>
<p>Thuringia</p>	<p>The Free State of Thuringia updated its Sustainability Strategy in 2018 and adopted new, additional targets based on the 17 SDGs in the 2030 Agenda for Sustainable Development. Its 2020 Report of Indicators also investigates how effective implementation of the parameters “educational qualifications”, “student entrance rate”, “all-day daycare for children”, “employment rate”, “gender pay gap” and “women in leadership positions, committees and bodies in the <i>Land</i> administration” has been.</p> <p>Furthermore, a cabinet decision of February 2017 adopted the updated PERMANENT Framework Guidelines of the <i>Land</i> Government of Thuringia. PERMANENT sets minimum standards as regards modern personnel development and links the task of implementing these minimum standards to department-specific personnel development. Human resources (HR) officers are under a very specific responsibility in this regard, as is expressed in the following wording: “It requires great awareness of all those involved in these processes to ensure that the goal of equal participation of women and men in work processes can be achieved, because, ultimately, the statutory requirements all come to nothing if they are not actually put into practice. That is why it is important that all those in leadership positions and every employee must also be prepared to go along with and shape the idea of a gender-equitable working environment.”</p> <p>The “Cross-Generational Living in Solidarity” <i>Land</i> programme, which was rolled out in 2019, makes an important contribution to reconciling family life and paid work.</p>

Re para. 8 LoIPR	
Standing Conference of Equality and Women's Affairs Ministers and Senators (GFMK) as a whole	Alongside the individual special measures undertaken by the states to alleviate the impact of the COVID-19 crisis on women, the GFMK also held a special conference to look at gender equality policy issues in the context of the pandemic. A resolution titled “Use the Opportunities Afforded by the COVID-19 Crisis – Implementing Gender Equality Now” was adopted by unanimous vote.
Berlin	Pandemic-related additional needs Berlin rented emergency shelters for women experiencing pandemic-related violence and their children – among other things to take the burden off existing women's shelters and to ensure that hygiene rules can be complied with. Additional funding of some €2,250,000 was used to pay for accommodation, provision, social-educational support and personal protective equipment for those running women's projects. Also, available funding was used to meet the need for additional technical equipment, upon application, by all those projects supported by the Senate Administration for Health, Care and Equality (Equality Dept.).
Hamburg	Coronavirus-related special measures <ul style="list-style-type: none"> ▪ Renting additional shelters ▪ Ensuring places are available where women living in women's shelters and female sex workers in distress can quarantine ▪ Hiring additional staff for women's shelters ▪ Paying one-off grants to women's shelters and centres advising victims to help provide digital equipment Preventive serial testing (antigen tests) of staff and some residents in women's shelters and specialised advisory centres for prostitutes
Mecklenburg-Western Pomerania	Mecklenburg-Western Pomerania set up a special fund, among other things, to deal with the COVID-19 pandemic . A total of €500,000 was allocated under Pillar 1 to enable women's shelters to provide additional or alternative accommodation on account of their pandemic-related additional needs, support for women victims of violence and their children, and to enable advisory centres for those affected by domestic violence and specialised counselling centres for those affected by sexualised violence to purchase the technical equipment needed on account of the pandemic so as to be able to provide alternative advisory services (online chat-based services and video calls).
North Rhine-Westphalia	During the coronavirus pandemic in 2020/21, the North Rhine-Westphalian Land government allocated €4.1m from its rescue mechanism to the more than 185 victim support facilities in North Rhine-Westphalia receiving support from the <i>Land</i> in order to be able to support those facilities supporting women in overcoming pandemic-related challenges and the COVID-19 Emergency Measures Regulations. The funding allocated was used to cover additional expenses, to provide infection protection, to purchase technical equipment, to pay for interpretation and translation services, and to compensate small sponsors for lost income due to the crisis. The uplift in the lump-sum allowance for material costs meant that women's shelters and women's advisory and specialised counselling centres were able to improve their technical provision. These centres, funded by the <i>Land</i> government, were thus able to significantly expand their telephone and online (email, chat and video) advisory services and thus to ensure they were reachable

	during this acute crisis.
Saxony	Because of the increased risk of domestic violence during the coronavirus pandemic , additional temporary places were made available in various shelters/safe houses across Saxony. Under the Directive on Coronavirus Emergency Assistance Equal Opportunities, the Free State of Saxony also allocated financial assistance to organisations working in the fields of gender equality, diversity and protection against violence which are suffering the economic consequences of the pandemic. One-off payments were made based on the organisations' pandemic-related funding needs, though capped at €9,000. Applications were accepted until 30 April 2021.
Saxony-Anhalt	Funding measures to help alleviate the effects of the COVID-19 pandemic Additional funding was provided to the For a Life Without Violence network to pay for protective, hygiene and digitalisation measures, to rent additional shelters and to make up for lost own income. In order that women's shelters in Saxony-Anhalt can continue to provide a safe refuge in these times to all those women at risk of domestic violence and their children, the sponsors of women's shelters in Saxony-Anhalt were informed that they could apply for up to an additional €2,250 per month to cover rental and material costs for each additional place. Sponsors need not use any of their own funding to finance these places. This also means that those who contract COVID-19, those suspected of having the disease and risk groups can be housed separately. As regards staff deployment, sponsors were also permitted to temporarily deviate from their usual staffing ratios and to deploy staff without those qualifications which are normally required. Expenses incurred on account of the necessary additional coronavirus-related hygiene measures can be sponsored, too, as can digital resources to enable children to participate in online lessons.
Schleswig-Holstein	Since 2017 the ministry responsible for gender equality has temporarily allocated an additional €700,000 in state funding for one year in each instance to cover women's advisory centres' and the intervention network's increased and special needs. An emergency programme for women's specialist facilities in Schleswig-Holstein was launched during the coronavirus crisis. An additional €500,000 was made available in 2020 for additional and pandemic-related needs. The funding serves to provide the centres with technical equipment and to finance additional opening hours by temporarily increasing personnel hours. The 16 women's shelters in Schleswig-Holstein can apply for one additional place per shelter or a subsidy towards accommodation so as ensure that occupancy in women's shelters can be reduced and to prevent infection, for instance.

Re para. 9 LoIPR

Hamburg	The Senate of the Free and Hanseatic City of Hamburg has since 2016 promoted the “comMIT!ment” preventive project for boys run by the Jungenarbeit e.V. society. It provides boys and young men aged 16–27 with the opportunity to share their experiences regarding role models, gender clichés, violence prevention and sexuality (see Printed Papers 21/17586, 21/13892, 21/12378, 21/10124, 21/8722, and https://www.jungenarbeit.info/unsere-angebote/commitment).
Lower Saxony	The “Equal Before the Law – Our Values, Our Law”, a joint programme of action run by the Land and local authority equal opportunities officers (2017–19), supports people in learning about and accepting values, behaviours and how women's and men's

	roles are perceived in Germany and adapting these accordingly in view of fundamental rights.
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Re para. 10 LoIPR	
Berlin	<p>Coordination Office Against Female Genital Mutilation Since 1 May 2020 the Senate Administration for Health, Care and Equality has funded the Berlin Coordination Office against Female Genital Mutilation and Cutting. The project is coordinated by the family planning centre run by the Balance e.V. society, in close cooperation with the Desert Flower Center, Waldfriede Hospital and Terre des Femmes. The aim in setting up the Coordination Office was to be able to more strongly coordinate the three organisations’ interdisciplinary services and to facilitate access to them. Another objective was to strengthen professional expertise and public relations (PR) work and to expand both the preventive work of the Coordination Office and the psychosocial and medical support and care provided to those affected by female genital mutilation (FGM) and cutting. Further, so-called “Change Agents” are to be used to bring about lasting change in dealing with FGM and cutting in the relevant communities.</p>
Hamburg	<p>Hamburg was the first <i>Land</i> to introduce the letter of safe conduct against FGM in the form of a passport. It provides information about both the health and the criminal and family law consequences of FGM. The aim is thereby to raise awareness of the catastrophic consequences of FGM for girls and women and to thus also gradually bring about a change in thinking in the affect women’s and girls’ countries of origin. The letter of safe conduct is available in 13 languages (see https://www.hamburg.de/opferschutz/12138124/schutzbrief-gegen-genitalverstueummelung/).</p>
Hesse	<p>Hesse has since 2018 provided €50,000 annually to the “Improving the Protection and Treatment of Women and Girls in Hesse Who have Undergone or are at Risk of FGM” project run by pro familia Hesse. The project aims to raise awareness among and to train social, educational and medical professionals (see https://www.profamilia.de/ueber-pro-familia/landesverbaende/landesverband-hessen/fgm-hessen).</p>
North Rhine-Westphalia	<p>The <i>Land</i> supports activities aimed at preventing girls and young women suffering FGM and advising women who have already undergone FGM. To achieve that goal, North Rhine-Westphalia supports the Round Table against Female Circumcision North Rhine-Westphalia, for example, and the new “Yuna” project, an advisory and information service sponsored by the <i>Lobby für Mädchen e.V.</i> society in Cologne.</p>

Re para. 11 LoIPR	
<p><u>NB:</u></p> <p>Because only examples of the initiatives undertaken by the <i>Länder</i> can be detailed in the following, reference is made to further information provided in the more than 200-page Annex to the First Report submitted by Germany to GREVIO in 2020, the English version of which is available at https://rm.coe.int/annex-to-the-state-report-submitted-by-the-german-authorities/1680a12f85</p>	
Baden-Württemberg	<p>Re para. 11 (h)</p> <p>In the course of implementing, among others, the Istanbul Convention, Baden-Württemberg intends to meet its obligation to significantly increase its own (voluntary) funding to women’s and children’s safe houses while at the same time implementing the “Together Against Violence Towards Women” federal funding programme. The <i>Land</i>’s twin budget includes an additional €4m for 2020 and €8m for 2021 in urgently required support for the system of residential and non-residential women’s assistance and support facilities as well as to implement the Baden-Württemberg Action Plan Against Violence Towards Women. The Ministry of Social Affairs and Integration’s new administrative provision on awarding grants to women’s and children’s shelters in Baden-Württemberg entered into force on 26 May 2020.</p>
Bavaria	<p>Re para. 11 (f)</p> <p>In Bavaria, gender equality, the social and intercultural skills of police officers in training, victim protection, and the specialist skills and competences of police officers in training when confronted with cases of domestic violence cases are a fixed element of training for the second police training level. These issues are dealt with in numerous sessions across a broad range of subjects in an integrated and coordinated manner so that police officers in particular can realise how important they are and respond accordingly. Numerous further training seminars are used to raise awareness of these issues. Leading officials in the Bavarian Police are also sensitised as to the topic and possible actions in leadership seminars.</p> <p>Adult, child and adolescent victims of domestic and/or sexualised violence can find key information and the names of contacts on domestic and sexualised violence at www.bayern-gegen-gewalt.de. Information available on the website is gradually being expanded to cover different types of violence and is being adapted to the specific needs arising during the coronavirus pandemic. Anyone who suspects that someone in their neighbourhood, a family member or friend is affected can find the names of contact persons who can provide advice and support.</p>
Berlin	<p>Gender mainstreaming and gender equality are key concerns addressed in the Directives on Government Policy 2016–21 of the Berlin Senate Administration. Combating different types of violence against women (domestic violence, sexualised violence, cyberviolence, stalking, forced marriage, FGM, trafficking in human beings (THB)), sexism in the public sphere and sexual harassment in the workplace are defined as tasks and, in some cases, underpinned by concrete targets (see https://www.berlin.de/rbmskzl/regierender-buergermeister/senat/richtlinien-der-politik/#6).</p> <p>Re para. 11 (h)</p>

	<p>Berlin has a well-structured, finely differentiated support system for women victims of different types of violence. The following, for instance, are available to women victims of domestic violence and their children:</p> <ul style="list-style-type: none"> ▪ Seven women’s shelters, 46 safe houses and 46 second-level apartments, with a total of 823 regular places; ▪ An additional 150 emergency places which the Berlin Senate Administration has made available during the coronavirus pandemic; further places will be made available in 2021/22; ▪ Five intervention and specialised counselling centres, a hotline and a project which provides housing services after women have spent a period of time in a shelter. <p>There are also specialised advisory services for women victims of sexualised violence as well as a specialist Cyberstalking Unit. Several advisory centres (incl. online advice) offer specialist advice on forced marriage. A crisis centre offers girls and young women affected safe accommodation; adult women can contact the aforementioned safe houses. A new Coordination Office on FGM was set up in 2020 in order to be able to more closely dovetail existing structures and further expand available services.</p> <p>Anti-violence flag In 2019 Berlin designed its first own anti-violence flag, which was flown on the „International Day for the Elimination of Violence against Women“ on 25 Nov. 2019. Its design was carefully chosen: orange is the United Nations’ official colour for 25 November and purple is regarded as the colour of feminism. The following text was added in German and English to support the message that Berlin is against any form of violence towards women whatsoever: “Berlin says ‘no’ to violence against women”. In future, the flag will be flown in front of all the offices of the members of the Berlin Senate Administration and district mayoral offices on 25 November each year.</p>
Brandenburg	<p>Since 2001 the <i>Land</i> government has closely cooperated with the police, local authorities, women’s support services and other non-governmental organisations (NGOs) at interdepartmental level on the basis of the Brandenburg Action Plan to Combat Violence Against Women and their Children. An accompanying programme includes regular meetings where participants can share knowledge, discuss problems and – where possible – find solutions. The Brandenburg Ministry of Social Affairs, Health, Integration and Consumer Protection is responsible for implementing the Action Plan, which is focused on domestic violence. Support is also available to women victims of sexualised violence (but not girls), violence against refugee women, awareness-raising, preventing diverse types of violence, including training and continuing training for the relevant professional groups.</p>
Bremen	<p>Under the relevant statutory provisions, youth welfare offices in Bremen are required to collect reports that a child is a risk as referred to in section 8a Social Code Book VIII (SGB VIII) on the basis of the characteristics set out in section 99 SGB VIII. These reports are then published annually by the Statistical Office of Bremen.</p> <p>Also, a new project conceived of in 2019 by familiennetz Bremen and the Central Office for Realising Equality for Women in Bremen aims to gather together all the services provided in relation to domestic violence and to create a pool of skilled workers.</p>
Hamburg	<p>Re para. 11 (a)</p>

	<p>Hamburg’s Strategy for Combating Violence against Women and Girls, Human Trafficking and Violence in a Care Setting, which was drawn up in 2014 (Printed Paper 20/10994), already contains protection against violence strategies based on the requirements of the Istanbul Convention. Besides a wide-ranging, finely differentiated range of advisory services, it also includes networking and violence prevention measures and work with offenders. The Report on the Implementation of the Strategy (Printed Paper 21/19677) provides a comprehensive overview of the current situation as regards implementation and data available on victim protection in Hamburg. The Report is available at https://www.buergerschaft-hh.de/parldok/dokument/69366/bericht_zur_umsetzung_des_konzeptes_zur_bekaempfung_von_gewalt_gegen_frauen_und_maedchen_menschenhandel_und_gewalt_in_der_pflege_drucksache_20_10994_z.pdf.</p> <p>Victim protection</p> <p>The Senate’s 2014 Victim Protection Strategy underlined the high value which is attached to combating violence and protecting victims in Hamburg. One of the key strategies to which the city-state is committed is to focus on victims’ interests and to ensure that they are guaranteed protection and their rights. The report which the Senate of Hamburg submits to the Hamburg City Parliament on the implementation of the victim protection strategy provides comprehensive data-based information on how women are protected against violence in Hamburg (Printed Paper 21/19677). It largely covers the relevant reporting period.</p> <p>Re para. 11 (e)</p> <p>Women are often affected by very specific forms of hate crime. For example, when they voice an opinion they are more frequently met with pornographic insults or even threats of rape than when men do so. Against this backdrop, the Hamburg Authority for Justice and Consumer Protection wants to work towards ensuring that hate crime statistics should in future also record sexist motives. On Hamburg’s initiative, public prosecution offices across Germany in 2018 began recording certain motives in relation to hate crimes, for instance anti-Semitic, anti-Christian, anti-Islamic, disablist and xenophobic motives or hate crimes against a person’s sexual orientation/identity. Recording these motives enables them to be documented in research on motives and account to be taken of them in a more targeted manner during criminal prosecution and sentencing in criminal proceedings. Under the Hamburg Senate’s legislative programme, public prosecution offices in Hamburg, in agreement with the other <i>Länder</i>, are also to separately record statistics on sexist hate crimes against women. For that reason, the Hamburg Authority for Justice and Consumer Protection will advocate extending the catalogue of motives applied in relation to the hate crime statistics which all the <i>Länder</i> are required to keep.</p>
<p>Mecklenburg-Western Pomerania</p>	<p>Re para. 11 (h)</p> <p>Nine women’s shelters in Mecklenburg-Western Pomerania provide protection and support to women victims of domestic violence and their children. In addition, there are eight advisory centres for the victims of domestic violence, five specialised advisory centres for the victims of sexualised violence, two men’s and anti-violence advisory centres, five crisis intervention centres against domestic violence and stalking, one office which coordinates the network of advice and support available, and one specialised advisory centre for those affected by THB for the purpose of sexual exploitation and forced marriage. Two victim protection clinics give victims the possibility of having their injuries documented anonymously and free of charge for subsequent use in criminal proceedings.</p>

<p>North Rhine-Westphalia</p>	<p>Re para. 11 (a), (h)</p> <p>As regards violence against women, North Rhine-Westphalia has a very good support infrastructure providing women victims of violence protection, psychosocial advice and crisis intervention. Against this backdrop, North Rhine-Westphalia supports 64 women’s shelters, 61 general women’s advisory centres specialising in violence against women, 52 specialised advisory centres against sexualised violence, eight specialised advisory centres for the victims of THB for the purpose of sexual exploitation, and two specialised advisory centres against forced marriage, which provide both protection and support services and engage in important preventive and PR work. In addition, in order to be able to improve cooperation among professional actors involved in work on violence against women and to establish binding networking structures, local and regional cooperation projects working to combat violence against women receive annual support from North Rhine-Westphalia. This is used to carry out high-profile events on various issues relating to combating violence and to raising awareness of especially vulnerable groups of victims.</p> <p>Projects working with male offenders as part of institutional cooperation alliances against domestic violence (work with offenders) receive funding in North Rhine-Westphalia. The measures focus on violence-centred and confrontational support and advisory services in order to bring about a change in violent men’s behaviour and to stop them from becoming violent in the future. The services available serve to fight gender-based violence at the structural level, to protect women victims of violence and to engage in preventive victim protection work. Reference is made to the explanations provided in Annex 1 of the Combined Seventh and Eighth National CEDAW Report of Germany, which still apply.</p> <p>Numerous improvements were made to the system of support available to women victims of violence in the course of 2018 and 2019, including</p> <ul style="list-style-type: none"> ▪ increasing funding provided to women’s shelters and women’s and specialised advisory centres; ▪ the conclusion, in late 2018, of Germany’s first “Target Agreement to Secure the Future of Women’s Shelters in North Rhine-Westphalia” between women’s shelters and the <i>Land</i> government; the increase in funding and the aforementioned target agreement led to an additional 38 places being made available in women’s shelters (2017: 571; as at 31 Dec. 2019: 609 places for women); ▪ a funding programme to create a new women’s shelter infrastructure by opening up public housing funding as part of experimental housing construction; some €5.2m has already been made available for newbuilds. It is expected that plans to construct new buildings and conversion measures will lead to the creation of further places.
<p>Saxony</p>	<p>According to the coalition agreement “Together for Saxony” (2019–24), a Land Coordination Office for Violence Protection Tasks is to be established (see p. 105 of the coalition agreement). Within the “Start 2020” programme, this project receives €200,000 in funding (project 10.8 – “Setting up a State Coordination Office to Implement, Monitor and Evaluate Measures to Combat Gender-Based Violence”.) The work to set up the Coordination Office is currently (as at March 2021) ongoing.</p> <p>Since October 2019 Saxony has been supporting a model project, namely an “Office of the Land Working Group of Women’s</p>

	<p>and Children’s Shelters and Intervention and Coordination Offices at regional state level”, which is being run by the <i>Landesfrauenrat Sachsen e.V.</i> society (the umbrella organisation of women’s associations in Saxony). The Office is to pool the facilities’ interests, improve their networking activities, coordinate their communication with other actors and thus to improve collaboration with partners across Saxony and regional partners.</p> <p>In 2018 and 2019 Saxony carried out an independent “Analysis and Needs Planning for the Development of the System of Support available in Saxony to Combat Domestic Violence” project under the aforementioned federal model project. This in essence involved drawing up a monitoring guide which is to be used to establish a coordinated planning process between the Free State of Saxony, the rural districts and the county boroughs and the shelters, protection and support offices involved in combating domestic violence.</p>
<p>Saxony-Anhalt</p>	<p>Re para. 11 (h)</p> <p>The state-wide For a Life Without Violence network engages in prevention work across Saxony-Anhalt and, through its regular specialist work, strengthens victim protection in cases of violence in close social relationships. The network is a regional fixture and continues to evolve in line with its steadily growing budget. What is specific to the range of advice and protection available in Saxony-Anhalt is that it not only focuses on women but also provides children with age-appropriate measures for dealing with the violence they have experienced.</p> <p>The “Mobile Teams Providing Psychological Support to Women and Children” model project in women’s shelters expanded the range of advisory services available for combating domestic violence. The project was launched in April 2018. Up until 30 June 2019 it was supplemented by the “Needs Analysis and Planning to Continue Developing the System of Support available in Saxony to Combat Domestic Violence” federal model project, in the context of which the needs of women living in women’s shelters in Saxony-Anhalt were ascertained. A brochure was published detailing recommendations for action based on the results of this analysis.</p> <p>Ongoing controlling measures (e.g. statistics, annual reports, meetings, symposiums, advisory board meetings) in relation to the system of help available and a needs assessment in regard to developing the existing system of protection and help available in Saxony-Anhalt (2021) will concretise these needs and allow suitable measures to be taken.</p> <p>To guarantee that all women victims of violence are able to access the available advisory and support services, support is provided to the specialised advisory centres for victims of sexualised violence, for example, by drawing on the services of sign language interpreters where necessary.</p> <p>Re para. 11 (a)</p> <p>An anti-violence banner was designed in 2020 and displayed for the first time on the International Day Against Violence Towards Women on 25 November 2020.</p>

Schleswig-Holstein	<p>Re para. 11 (h) Women’s shelters in Schleswig-Holstein were provided with an additional 30 emergency places in 2019 and 2020, taking the total number of places funded by the <i>Land</i> to 349. These additional places were created on account of high occupancy rates in women’s shelters in Schleswig-Holstein.</p>
Thuringia	<p>New initiatives in the reporting period ORANGE, a programme aimed at offenders, includes a range of support and advisory services provided within the remit of the Thuringian Ministry for Migration, Justice and Consumer Protection so that men can change their violent behaviour in relationships or receive support so they do not become violent. It forms part of a range of intervention measures against domestic violence. Linking advice provided to offenders to the judiciary and choosing an organisation to provide that advice which has close links to the judiciary ensures that offices providing such advice to offenders cooperate closely with the child and youth welfare offices.</p> <p>The post of Child Protection Officer was created in the Sports Association of Thuringia and tasked with dealing with sexualised violence in sports. The Sports Association of Thuringia and the Youth Sports Association of Thuringia support and advise county and city sports federations, specialist sports associations and sports clubs on issues around the prevention and identification of sexualised violence in sports and what measures to then take when cases come to light. In a crisis or where there are suspected cases, the member organisations can turn to the Sports Association of Thuringia, which can provide concrete help. This work focuses on prevention, awareness-raising and providing advice.</p>

<p>Re para. 12 LoIPR</p> <p><u>NB:</u></p> <p>Further information from the Länder is also provided in Germany’s report to the GRETA Committee (as set out in the report, see re para.11)</p>	
Baden-Württemberg	<p>An analysis of the status quo and needs in relation to the existing infrastructure of specialised advisory centres focusing on prostitution, THB for the purpose of sexual exploitation, domestic and sexual violence, women’s hotlines, intervention bodies and advisory centres on sexual abuse against children in Baden-Württemberg was conducted in 2019 by the Protestant University of Applied Sciences Ludwigsburg on behalf of the Baden-Württemberg Ministry of Social Affairs and Integration. The objective was to gain in-depth information about which advisory structures are aimed exclusively at women.</p>
Bavaria	<p>Two advisory projects in Bavaria run by the Cassandra e.V. specialised advisory centre are currently receiving state funding, namely</p> <ul style="list-style-type: none"> ▪ the “IBUS – Information, Advice and Support for Sex Workers” project, whose advisory services were expanded; ▪ the “easy – Living and Working Made Easy” project supports the advisory centre’s clients in taking steps to change

	<p>careers and drop out of prostitution.</p> <p>Further, two specialist units against THB/forced prostitution, which have several offices across Bavaria, receive funding from the <i>Land</i> government, namely</p> <ul style="list-style-type: none"> ▪ the “Jadwiga” project run by the Stop dem Frauenhandel gGmbH non-profit limited liability company, which has offices in Munich and Nuremberg; ▪ the Solwodi Bavaria e.V. society, which has offices in Bad Kissingen, Augsburg, Munich, Passau and Regensburg. <p>Both units (with safe housing) provide integrated advice, guidance and support to women who have, for instance, become victims of THB for the purpose of sexual exploitation.</p>
<p>Berlin</p>	<p>Round Table on Sex Work to improve the situation of prostitutes</p> <p>The Round Table on Sex Work, whose establishment and objectives the Berlin Senate Administration adopted in its Directives on Government Policy, took up its work in September 2018 and then drew up a strategic concept for the whole of Berlin. The objective was to improve the living and working conditions of sex workers in the city-state. The strategic concept was then adopted at the last meeting of the Round Table on 7 Nov. 2019 under the responsibility of the Senate Administration for Health, Care and Equality in cooperation with Tempelhof-Schöneberg District Administration. The Round Table met six times between September 2018 and November 2019. Participants drawn from various fields in administrative authorities, advisory centres, associations, operators of houses of prostitution as well as sex workers dealt with diverse topics, including health, street prostitution, premises, the shift of sex work online, working conditions, social insurance protection, and violence and exploitation. Key measures in the strategic concept include: expanding preventive health promotion work, enhancing anti-discrimination work (e.g. through PR work), improving existing structures and services available in the Kurfürsten neighbourhood, low-threshold access to information and advisory services, and promoting peer-to-peer work.</p>
<p>Brandenburg</p>	<p>In Brandenburg, for example in its border region with Poland, sex workers receive support through outreach work and advisory services (a street work project).</p> <p>(Legal) advice is, for example, provided on the following issues:</p> <ul style="list-style-type: none"> ▪ Prostitutes Protection Act (ProstSchG) ▪ Conduct during a police inspection ▪ State-funded services, debt advice, issues relating to health insurance and taxes ▪ Information on residence and work permits in Germany ▪ (One-to-one) help and advice on moving on/dropping out² ▪ HIV/AIDS and other sexually transmitted diseases and questions around contraceptives

² This is not a standardised “drop-out programme”. Advice is provided on a case-by-case basis to those who want to move on or drop out, depending on their personal situation. Women are given advice on alternative income opportunities and social benefits.

	<p>Written information (e.g. flyers) on the above-mentioned topics are available in various languages and are distributed to sex workers. Organisations also offer sex workers medical tests. All of these services are free of charge and anonymous.</p>
<p>Bremen</p>	<p>In Bremen, the health advice available under the ProstSchG, which entered into force in 2017, and one-to-one advice for sex workers are provided in Bremen in cooperation with the Health and Public Order Office in Bremerhaven and the Senator for Health, Women and Consumer Protection in Bremen.</p> <p>The Free Hanseatic City of Bremen (i.e. the City of Bremen plus Bremerhaven) also has an advisory centre for female sex workers. Among other things, it both advises clients on dropping out and supports them throughout this process. There is, however, no structural, coordinated drop-out programme in Bremen. The advisory centre is only open for a few hours each week and has no systematic links and networks, for example to work programmes. Creating those links and networks will be one of the tasks under the <i>Land</i> Action Plan to Combat Violence against Women, which is currently (2021) being drawn up and will also aim to strengthen the programme of help and support available to women.</p> <p>There is no independent advisory centre in Bremerhaven providing confidential, concrete help and advice on dropping out. There is, though, a need for such a centre – that much at least has become very clear during the coronavirus pandemic. A model project, the “evodia” advisory centre, was not extended in 2017 beyond its original two-year term. Contrary to the Committee’s recommendations, support was once more restricted at the start of the reporting period. Because of the rise in the number of enquiries around dropping out directed at the health services, a working group which provides advice on dropping out was set up in early 2020. It is currently looking into providing advice to sex workers in Bremerhaven in particular.</p>
<p>Hamburg</p>	<p>The competent authorities in Hamburg continue to guarantee that THB pursuant to sections 232, 232a, 232b, 233 and 233a Criminal Code is subject to criminal prosecution. It is guaranteed that all those actors involved in combating THB (specialised advisory centres, advisory centres operated by trade unions, the <i>Land</i> Criminal Police Office), the foreigners’ authority, public prosecution office, Jobcenter, the financial investigation of illicit employment, operative victim protection in the <i>Land</i> Criminal Police Office etc.) have established binding communication and cooperation structures in order to guarantee information sharing among experts and, where necessary, to be able to reach agreements on procedure. The Round Table Human Trafficking for the Purpose of Work Exploitation and Sexual Exploitation, which meets twice a year under the lead of the social welfare authority, is responsible for that work.</p> <p>The Coordination Office against Trafficking in Women (KOOFRA e.V.) supports the victims of forced prostitution and forced labour. It has many years of experience in supporting and identifying victims, and it has concluded a binding Cooperation Agreement (on Forced Prostitution and Forced Labour) with the <i>Land</i> Criminal Police Office. KOOFRA e.V. is responsible for providing psychosocial advice and guidance, and it supports those affected in navigating their way around the aforementioned support systems. The youth welfare offices in Hamburg are tasked with protecting all those minors of whom they become aware, including child and adolescent victims of THB, whose well-being is in danger.</p>

	<p>The specialist advisory centre on prostitution (which delivers advice, help and support to women prostitutes) run by the Diakonisches Werk Hamburg supports women and girls in prostitution who want to drop out and move on. The drop-out programme comprises psychosocial advice with a view to dropping out of prostitution (section 16 (2) SBG XIII). The measure is aimed at women who both want to drop out of prostitution and are both capable of working at least three hours per day and entitled to Unemployment Benefit II. The programme seeks to eliminate the obstacles to these women’s job placement and to improve their opportunities on the labour market, for example through psychosocial advice and guidance, job-related support – for example support writing applications, finding a job/training measures as well as strengthening their motivation to do work shadowing or an internship.</p>
Hesse	<p>Numerous NGOs are involved in providing information, advice and help (dropping out) to prostitutes and women victims of THB in Hesse. The following advisory centres are widely known and receive financial and specialist support from the <i>state</i> authorities:</p> <ul style="list-style-type: none"> ▪ “FIM – Women’s Rights are Human Rights” is responsible for networking and training the victims of “poverty prostitution” across Hesse. ▪ “FRANKA”, a specialist advisory centre for women victims of THB. ▪ “sichtBar”, c/o the Frauen informieren Frauen e.V. society in Kassel, which provides information and psychosocial advice. ▪ “TAMARA – Advice and Help for Prostitutes” in Frankfurt am Main. ▪ “KISS”, c/o Aids Relief Frankfurt, a crisis intervention office for female and male prostitutes.
Mecklenburg-Western Pomerania	<p>In Mecklenburg-Western Pomerania, the <i>Land</i> Office for Health and Social Affairs is responsible for providing health advice under the ProstSchG, which entered into force in 2017, and one-to-one advisory services for sex workers. Mecklenburg-Western Pomerania also supports a specialised advisory centre called ZORA, which provides advice and guidance to the victims of THB for the purposes of sexual exploitation and forced marriage across the whole <i>Land</i>. ZORA advises all victims, regardless of their background, and supports them in all relevant areas of life, such as safe housing, psychosocial advice, job referrals to safeguard livelihoods, legal advice and healthcare. It also runs training courses and workshops for relevant actors on THB and forced marriage.</p> <p>Another advisory centre working across the Rostock region is called SeLA (Self-Determined Life and Work). It advises sex workers and those who support them.</p> <p>There are regional round tables on THB and women in prostitution in Rostock and Schwerin.</p>
Lower Saxony	<p>Lower Saxony promotes the “Phoenix – Advisory Centre for Prostitutes” project based in the regional capital Hannover. It is committed to the concerns of past, present and potential sex workers of all nationalities and of those who wish to move on to seek other work. The overarching aim is to prevent HIV/AIDS and sexually transmitted diseases. The principles of these low-threshold advisory services are that they are anonymous, voluntary and side with the sex workers. Services include anonymous telephone</p>

	<p>helplines and one-to-one advice, guidance and support, street work (outreach work), and PR, lobbying and networking work (at national and international level). Partners, relatives, clients and institutions dealing with the issue can also use these services. In the reporting period (from March 2017) there were three professionals working in the centre across two full-time posts. The project received annual funding of between approx. €138,000 (2017) and €141,900 (2020) in the reporting period.</p> <p>The “Strengthening the Integration of Migrant Sex Workers in Lower Saxony through Preventive Outreach Work” project, which was launched in 2019 and covers the whole of Lower Saxony, also receives funding. It has a three-year project term and two full-time salaried skilled personnel. Lower Saxony provided between approx. €132,848 and €140,668 (2019–21) in funding to the project.</p> <p>Further, the <i>Land</i> supports three specialised advisory centres and safe houses for women forced into prostitution and victims of THB. These are active across the whole of the <i>Land</i>. The centres are sponsored by charitable organisations. Their work includes providing advice to victims in Lower Saxony in need of help in their mother tongue (incl. trauma counselling), organising safe accommodation, accompanying victims on official business (e.g. regarding residence matters/securing their finances), support during their asylum procedure, referring them to lawyers, preparing/accompanying them to court hearings in proceedings against human traffickers, help returning to their home country or creating a future for themselves here in Germany, cooperating with the authorities (e.g. as part of their tasks under the ProstSchG) and NGOs in victims’ home country (for additional local advice and support), as well as training courses, lectures and networking with the police and authorities.</p> <p>Lower Saxony has a total of 11 places in special sheltered accommodation and one apartment with three places for drop-outs.</p> <p>The three advisory centres have a total of 14 skilled personnel working an equivalent of approx. 11 full-time posts (as at: Sept. 2019). In the reporting period the annual funding allocated by Lower Saxony increased from €339,000 (2017) to €395,000 (2020).</p> <p>The “La Strada” project has also received funding since 1993. It is a drop-in and specialised advisory centre for women drug users who engage in prostitution or are at risk of suffering violence. It is based on the idea of low-threshold, non-judgemental drug work with prostitutes. Its services include an open café, outreach street work, one-to-one and group advisory sessions, and, since spring 2020, online advisory services. It also engages in PR work. Besides its preventive and educational work, the project also advises and supports women and girls in prostitution. The aim is to prevent women falling into poverty, to protect them against violence, advise them on dropping out and support them in various everyday situations. The support provided ranges from help securing a basic livelihood to crisis intervention and individual psychosocial support. The focus of this work varies on a case-by-case basis, but the general need remains the same and is existential to many clients. The number of annual contacts has remained constant at just over 2,000. The services provided by La Strada mean it has a unique selling point in Lower Saxony. It is involved in regional and national networks, and provides specialised advice and training courses to other facilities on account of its specific expertise. The advisory centre has six staff members working across an equivalent of approx. four full-time posts. Funding available to the project also increased continually in the reporting period (from €216,000 in 2017 to €260,000 in 2020).</p>
<p>North Rhine-Westphalia</p>	<p>North Rhine-Westphalia has for many years been funding eight specialised advisory centres for women victims of THB for the purpose of sexual exploitation and forced prostitution, providing more than €1.7m to part-finance personnel and material costs.</p>

	<p>The <i>Land</i> also finances professional fees, accommodation costs, specialist events and training measures.</p> <p>On 18 October 2020 North Rhine-Westphalia launched a broad-based PR campaign entitled “EXIT.NRW – North Rhine-Westphalia against Human Trafficking and Forced Prostitution” to mark the EU’s Anti-Trafficking Day. The campaign ran until 28 December 2020. The aim of the EXIT.NRW campaign was to increase public perception of the issue of forced prostitution and human trafficking for the purpose of sexual exploitation, to raise public awareness and draw potential and actual victims’ attention more effectively to the existing advisory and support infrastructure, and to encourage victims to “EXIT”. Information on the issue was provided in numerous print media and on the website www.exit.nrw.</p> <p>At the 2020 Conference of the GFMK, North Rhine-Westphalia proposed conducting a study on the number of unreported cases around the issue of “loverboys”. The proposal was adopted by unanimous vote, see https://www.gleichstellungsmusterkonferenz.de/documents/20-07-01-schlussprotokoll-der-sonder-gfmk-25_juni-2020_2_3_1595231802.pdf.</p> <p>The <i>Land</i> government sponsors two advisory facilities for female prostitutes with some €400,000 annually: KOBER SkF in Dortmund and the Madonna e.V. society in Bochum. The “TAMAR” pilot project run by the Protestant <i>Frauenhilfe in Westfalen e.V. society</i> (“ProBOA – Prostitution–Orientation–Dropping Out” project) also received <i>Land</i> and European Social Fund (ESF) funding for two years (2018–20). The “New Media in Advisory Work – Lola App” project also received funding from the <i>Land</i> government. Lola is a web-based app available in several languages which provides prostitutes with information on health, taxes, legal issues, for example. In 2019 the <i>Land</i> also published an educational video aimed specifically at victims of the “loverboy method”, see https://www.youtube.com/watch?v=pvDKgVNINo.</p>
<p>Rhineland-Palatinate</p>	<p>The Ministry for Family Affairs, Women, Youth, Integration and Consumer Protection is currently funding three advisory centres for prostitutes in Rhineland-Palatinate. The “Roxanne” advisory centre for prostitutes in Koblenz, which has received funding since 2009, and the “Luna Lu” advisory centre for prostitutes in Ludwigshafen, which was established in 2017, are both run by pro familia.</p> <p>The third advisory centre for prostitutes launched and funded by the Ministry took up its work on 1 October 2019. It is called “ara” and is based in Trier. It is run by the Aids Association Trier and offers prostitutes in Trier and Trier-Saarburg a voluntary, low-threshold range of advisory services.</p> <p>Advisory centres for prostitutes will receive a total of €185,186 in funding in 2021.</p>
<p>Saarland</p>	<p>The advisory centre for prostitutes in Saarland run by the Aldona e.V. society delivers a range of assistance and advisory services to German and non-German prostitutes. Staff in the advisory centre regularly visit prostitutes in brothels and similar establishments across Saarland as part of their outreach work. Other key aspects of their specialised advisory services are: cooperation and networking with the authorities (the police; trade and financial authorities) as well as committee work and structural networking with other institutions and facilities providing assistance.</p>

	<p>Even though Saarland has no drop-out programmes tailored specifically to prostitutes, the Aldona e.V. society’s specialised advisory centre has for many years been the place prostitutes wanting to drop out can turn to and where specially trained professional advisers are available to provide the support needed to leave prostitution. The women also receive financial support from, among others, an emergency fund, which the Ministry of the Interior, Building and Sports regularly replenishes from income generated from confiscating the profits of criminal offences. The emergency fund can be used to pay for those kinds of services for women victims of forced prostitution/THB or for women who are victims/at risk of forced marriage which other organisations do not provide. The emergency fund is part of the strategy for combating THB (launched on 1 Jan. 2007) and the corresponding strategy for combating forced marriage (launched on 21 May 2010). This cooperation is also underpinned by a cooperation agreement between the Land Police Headquarters, Saarbrücken Public Prosecution Office and the Aldona advisory centre. Under the agreement, women victims of THB and forced prostitution are housed, advised and supported by staff in the Aldona society.</p>
<p>Saxony</p>	<p>The Free State of Saxony sponsors KOBRAnet, a specialised advisory centre for THB victims. It provides advice and support to the victims of THB for the purpose of sexual exploitation, those forced into marriage and the victims of honour violence. The advisory centre also engages in outreach social work among prostitutes in Saxony. The advisory centre is also in the process of developing a training concept relating to “loverboys” for use in schools. Saxony also funds a safe house reserved specifically for THB victims, which is also operated by KOBRAnet.</p>
<p>Saxony-Anhalt</p>	<p>Saxony-Anhalt has a specialised unit, called VERA, which works to combat trafficking in women, forced marriage and honour-related violence. It also works to combat human rights violations. The unit opposes gender-based discrimination and the exploitation of women, as well as abuse and coercion. Its PR work draws attention to the precarious situation of the victims of THB and forced prostitution, thus drawing attention to the girls and women and their needs. Its networking activities involve continuously refining interdisciplinary cooperation, sharing experience at state and national level, involvement in various bodies and alliances, and cooperation with international partner organisations.</p>
<p>Schleswig-Holstein</p>	<p>The following facilities are funded by the Ministry of the Interior, Rural Regions, Integration and Equality in the implementation of the ProstSchG:</p> <ul style="list-style-type: none"> ▪ Cara*SH, a specialised advisory centre under section 8 (2) ProstSchG operated by the Protestant Church in Northern Germany with funding of €215,000 (2020). Confidential advisory services are available both at the central office in Neumünster and across Schleswig-Holstein through outreach work. Needs range from issues around registering with the <i>Land</i> Office for Social Services to the ProstSchG in general and labour law, to dropping out, pimping and violence. ▪ A Specialised Unit for Sex Workers operated by the Frauennetzwerk zur Arbeitssituation network with funding of €50,000 (2020) for “job-related questions raised by legal sex workers”. <p>The two aforementioned facilities hold regular meetings with the Ministry and the authority responsible for registering prostitutes to share information and experience.</p>

Re para. 13 LoIPR	
Baden-Württemberg	Funding is provided to the “ Fit for Volunteering ” programme run by the LandFrauenverband Baden-Württemberg e.V. society (the rural women’s association in Baden-Württemberg). It delivers training and continuing training to women volunteers. The intention in providing this funding is to strengthen, support and professionalise women in their volunteering so that they can be retained in the long term (a measure initiated by the Ministry for Rural Regions).
Brandenburg	Since 2019 Brandenburg has funded non-statutory measures aimed at strengthening women’s political participation. These measures and structures are to be used to inform women about the Parity Act and the opportunities it opens up (the Act has since been declared unconstitutional), to enlist and qualify women for political office, to network active women politicians and advocate expanding the parity regulations at local level.
Hamburg	<p>In its current 22nd legislative period the Hamburg City Parliament (the <i>Land</i> parliament) has the highest share of women members of all the <i>Länder</i>, namely 43.9%. According to the coalition agreement for the 22nd legislative period, “legislative amendments are to be used to change the electoral law relating to elections to the City Parliament and district assemblies to ensure that every second person on the list of candidates for constituency, <i>Land</i> and district elections is a woman” (p. 146 of the coalition agreement).</p> <p>Women in leadership positions</p> <p>Women hold some 40% of leadership positions in the administration of the Free and Hanseatic City of Hamburg. The following measures were carried out in the reporting period to achieve gender equality and equal opportunities in personnel management in the city-state as well as to raise awareness of these issues:</p> <ul style="list-style-type: none"> ▪ suitable women candidates for higher leadership positions were directly approached; ▪ targeted events were held aimed at women organised both decentrally in individual offices and by the Personnel Office, as well as a cooperation project with the Centre for Training and Further Training and the Hanse Akademie; the latter provides career guidance to women in its programme of training courses (e.g. “Power – Influence – Careers: Strategies for Women in Leadership Positions”); ▪ greater focus was placed on diversity and intersectionality in HR work in Hamburg so as to be able to better tackle the challenges society and the labour market faces. <p>The long-term goal is still to achieve a gender balance among those in top positions as set out in Hamburg’s Board and Bodies Appointment Act. To that end the Senate Administration set itself the target of ensuring that women make up at least 28% of all top administrative positions (salary bracket B2–B6 and comparable collective wage-based remuneration) in 2021 and 2022, and at least 32% in 2023 and 2024.</p>
Hesse	Measures taken at state and local level in the reporting period are still based on the ongoing application of the Equality Act of Hesse , which was amended in 2016.

Mecklenburg-Western Pomerania	Target agreements were included in the 2016 Equality Act of Mecklenburg-Western Pomerania as a tool for increasing the share of women in leadership positions in the <i>Land</i> administration.
Lower Saxony	The Lower Saxony Ministry of Social Affairs, Health and Equality is working hard to get parity legislation enacted so as to ensure there are equal numbers of men and women in political decision-making bodies in Lower Saxony.
Rhineland-Palatinate	<p>Under the Local Election Act of Rhineland-Palatinate, the <i>Land</i> government is required to submit a parity report one year at the latest after publication of the results of local elections. The aim of this parity report and its statistics is to provide the legislature with information in order to be able to evaluate the situation as regards equality of opportunities for men and women in local elections.</p> <p>A “Women’s Land Parliament” was held in the <i>Land</i> parliament in November 2018 with the backing of the <i>Land</i> government. It was organised by two regional rural women’s associations. The aim of the event was to encourage women to get involved in politics and, specifically, to run in the upcoming local elections.</p> <p>To mark the centenary of women’s suffrage the <i>Land</i> government sponsored six events at local level in 2018 and 2019. The aim was to draw attention to both the fact that women are still under-represented in politics as well as to the other disadvantages women are still faced with in our society. In February 2019 the <i>Land</i> government also organised an official ceremony to mark the centenary of women’s suffrage. The event focused on the historical significance of this anniversary and the current challenges which gender equality policy comes up against. Minister-President Malu Dreyer awarded the first women’s prize at the event. The Marie Juchacz Prize was created on the occasion of the anniversary to honour people committed to women’s rights. It will be awarded annually by the Minister-President around International Women’s Day.</p>
Saxony	To achieve equal representation of women and men in parliaments and councils at state and local level Saxony is currently putting together an Expert Commission which shall produce a Plan of Actions .
Saxony-Anhalt	The objective of Saxony-Anhalt’s Act on the Promotion of Women as well as of the current coalition agreement is to improve women’s participation in policy- and decision-making processes in Saxony-Anhalt. A cabinet decision of 20 Aug. 2019 determined that the goal of having equal numbers of men and women in committees and bodies had not yet been achieved. All <i>Land</i> government departments were therefore asked to step up their efforts to identify and qualify suitable female experts and to make suitable suggestions for appointing women whenever places become available in a committee or body. Moreover, pursuant to no. 4 of the aforementioned cabinet decision, government departments are to work towards ensuring that articles of association, statutes and other legal bases are drafted so that assuming a post is not necessarily tied to one’s hierarchical position. Existing rules are to be amended accordingly. Further, under no. 5 of the aforementioned cabinet decision, the Ministry of Justice and Equality of Saxony-Anhalt was asked to present another report in 1Q 2020 on the trend in the share of women in committees and bodies and the share of managerial-level posts assigned to a particular role. The report on the equal representation of women and men

	in committees and bodies (as at: 31 Dec. 2019) was submitted to the cabinet in June 2020.
Schleswig-Holstein	<p>A total of 23 out of the 73 members of the Schleswig-Holstein <i>Land</i> parliament are women, i.e. 31.5%. The share of women has dropped slightly since the last electoral term (31.9%). In 2018 key enterprises in which the <i>Land</i> has a stake³ employed 20,047 people, approx. 61% of whom were women.⁴ The share of women appointed by the <i>Land</i> to the supervisory or administrative boards of those key enterprises in which the <i>Land</i> has a stake currently stands at 44%.⁵ By contrast, only four of the 39 managers and board members are women, i.e. 10.2%.</p> <p>In 2019 and 2020 Schleswig-Holstein addressed the issues of “parity in parliaments” and the advantages and disadvantages of having a parity act at various levels in order to promote the opinion-forming process at state and national level (on the occasion of the centenary of women’s suffrage and in a discussion with the women’s policy spokespeople in the political parties represented in the <i>Land</i> parliament at an event in the Konrad Adenauer Foundation in October 2019). To increase the share of women local politicians, the <i>Land</i> promoted a campaign (2015–2018) entitled “Getting More Women into Local Politics” by funding seminars, symposiums, poster campaigns by gender equal opportunities officers and other women’s policy actors.</p>
Thuringia	<p>The Thuringian <i>Land</i> government has set itself the goal of having equal numbers of men and women in political leadership positions. In the sixth legislative period (2014–19), this goal was achieved by appointing equal numbers of male and female ministers and male and female state secretaries. In the current seventh legislative period the <i>Land</i> government has three female ministers and six male ministers, six female state secretaries and five male state secretaries – on account of a female minister being elected as president of the <i>Land</i> parliament.</p> <p>The <i>Land</i> parliament adopted its Parity Act in July 2019. That made Thuringia the second federal state to only permit those electoral lists in the context of elections to the <i>Land</i> parliament which have alternating male and female candidates. In July 2020 the Constitutional Court of Thuringia then declared this law to be unconstitutional. In their dissenting opinions, two female judges and one male judge explained why they regarded the Parity Act to be constitutional: they believe that the equal distribution of male and female candidates on electoral lists does indeed promote equal opportunities for women and men but that it does not guarantee that the parliament will then also have equal numbers of male and female members.</p> <p>The mentoring programme “More Women in Leadership Positions” was drawn up in Thuringia and then rolled out in 2017. The second cycle was held in 2019/20.</p>

3 Direct stakes which Schleswig-Holstein has in legally independent enterprises under private or public law (as at 31 Dec. 2018: 34 companies). Facilities which are not legally independent (e.g. state-owned companies) or non-corporate entities (e.g. foundations) are not included.

4 Finance Ministry of Schleswig-Holstein: 2019 Participations Report, p. 16.

5 Finance Ministry of Schleswig-Holstein: 2019 Participations Report, p. 17.

Re para. 14 LoIPR	
Baden-Württemberg	<p>Re para. 14 (a), (b) To support schoolgirls negotiating their way into the digital world and to generate enthusiasm for digital topics and forward-looking careers, six Girls’ Digital Camps were planned between October 2018 and late October 2020, tested in a pilot phase and then held in five economic regions across Baden-Württemberg. If the model phase is successful, the project will be expanded to cover all of Baden-Württemberg’s 12 economic regions between January 2021 and September 2023 and will then made a permanent feature.</p> <p>The Girls’ Digital Camps aim to give girls and young women in Years 6–8 concrete insights into digital applications and to arouse their interest for digital topics and skills. The long-term objective is to get more girls and young women to take up a career in information technology, to break with gender-specific career choices and teach young women about the opportunities which digital skills and careers can open up for them. The girls and young women taking part are given specific insights into digital applications and careers. This practical experience boosts their self-confidence when it comes to handling and designing digital technology, and they learn how diverse, creative, forward-looking and socially relevant digital applications and careers are (Ministry for Economic Affairs, Labour and Housing Construction).</p> <p>Re para. 14 (d) A mentoring programme for migrant women and refugee women was launched in March 2017 under the “Contact Offices Women and Careers” state programme, which was in 2020 incorporated into the range of services provided by other Contact Offices Women and Careers. The programme aims to</p> <ul style="list-style-type: none"> – tap into the pool of skilled personnel in the target group for the benefit of businesses, – promote equal opportunities for and integrate women with a migration background and refugee women into the labour market, – support women in reconciling family life and paid work, – expand the competences of the Contact Offices Women and Careers to include work with women migrants and refugee women. <p>The programme encompasses six to eight months one-to-one mentoring and applies the quality standards set by the German Mentoring Society. It is evaluated annually (Ministry for Economic Affairs, Labour and Housing Construction).</p>
Berlin	<p>Re para. 14 (a) Berlin-wide Strategy to Introduce Quotas for Women in Technical Training Occupations A strategy is currently being developed in cooperation with those business enterprises in which Berlin has a stake in order to increase the share of women in technical training occupations. This is being done to implement section 7 of Berlin’s Equality Act, according to which at least half of all training places in areas in which women are under-represented must be allocated to women if they fulfil the relevant formal requirements. The share of women in technical training occupations in enterprises in which the <i>Land</i> has a stake or which are owned by the <i>Land</i> is 16%. Measures to eliminate existing job-related gender stereotypes are being planned, for instance a joint declaration of intent in which the involved companies pledge to have a gender-equitable website and</p>

	<p>advertising campaign and to promote an open and non-discriminatory working environment.</p> <p>Re para. 14 (c), (e) Higher education contracts The higher education contracts for 2018–22 provide a general framework for developing and financing state-funded higher education institutions in Berlin. Higher education institutions are required to update their gender equality strategies and to set realistic goals as regards increasing the share of women in those areas in which they are currently under-represented as well as to create the means to promote gender equality. Further, women’s and gender research perspectives are to be incorporated into all those disciplines and cross-institutional research projects and alliances which are suitable, and chairs and innovative projects in the field of gender studies are to be expanded. The amount of funding allocated is dependent on, among other things, whether concrete gender equality targets are met. Until the share of women reaches 50%, newly appointed tenured female professors and tenured and non-tenured chairs to which women are appointed will receive support.</p>
<p>Hamburg</p>	<p>Gender-sensitive education Under the current coalition agreement (see p. 137), gender-sensitive education and sexual and gender diversity are to be included as cross-cutting issues when educational plans for schools in Hamburg are revised (see https://www.hamburg.de/senatsthemen/koalitionsvertrag/). This is another building block in the implementation of the Guidelines of the Standing Conference of German Ministers of Education and Cultural Affairs to Ensure Equality of Opportunities through Gender-Sensitive Education (see https://www.kmk.org/fileadmin/Dateien/veroeffentlichungen_beschluesse/2016/2016_10_06-Geschlechtersensible-schulische_Bildung.pdf) and an expansion of measures under the action plan and the updating of the gender-policy framework programme (see https://www.hamburg.de/contentblob/10120548/8b8b83aa199441abf68023cac68d3fe6/data/d-fortschreibung-des-gleichstellungspolitischen-rahmenprogramms-des-senats-der-freien-und-hansestadt-hamburg.pdf). Schools in Hamburg will receive support from the Hamburg Institute for Teacher Training and School Development when it comes to establishing gender-equitable and -sensitive education (see https://li.hamburg.de/gender-jungen-maedchen/). For example, relevant topics were addressed together with non-school cooperation partners at the “Gender and School” conference held on 26 Sept. 2019 (see https://li.hamburg.de/tagungen/12658586/fachtag-gender-schule/).</p> <p>ESF Cross-cutting Targets “Increasing Women’s Labour Market Participation to Secure Their Livelihood” and “Increasing the Share of Women in Classic Men’s Professions” Pursuant to their grant allocation, the IQ Netzwerk Hamburg and all nine IQ project partners in Priority Areas 1 & 2 are pursuing two ESF cross-cutting targets, namely “Increasing Women’s Labour Market Participation to Secure Their Livelihood” and “Increasing the Share of Women in Classic Men’s Professions”. The elements of this project are in particular aimed at combating discrimination in the labour market and strengthening diversity. Advisory services relating to the recognition of qualifications and training, as well as the “Fair Integration” advisory service are geared to women and men in equal measure. More women than men are availing themselves of this advice, though. The results of this work are submitted to the Federal Ministry of Labour and Social Affairs each year in the form of factual reports.</p>

	<p>The Hamburg Institute for Teacher Training and School Development and an advisory centre on violence prevention run by the Authority for Schools and Vocational Training, along with the specialised advisory centres on sex education, are represented in the Borders Working Group.</p> <ul style="list-style-type: none"> – In 2019 the Institute joined the national “No-Chlichés” initiative, and it promotes the principles developed by it as well as the materials developed in advisory sessions, training courses and symposiums (see https://www.klischee-frei.de/de/index.php). – Schools are again and again encouraged in the context of the national Girls’Day and Boys’Day to regularly take up the issue as part of career guidance activities. Schools can also use specific formats such as “Social Boys” (see https://www.soziale-jungs-hamburg.de/home.html) or “Girls’ Business” (see https://dolledeerns-berufsorientierung.de/maedchenwirtschaft/). <p>ProExzellenzia grants</p> <p>Hamburg uses ESF funding to promote substantive gender equality through <i>Land labour market-policy projects which are based on its Equality Policy Framework Programme</i>. Four programmes received a total of €4,507,041.99 in funding in the period 2017–20; the projects are to be continued from 2021 onwards under ESF+. The “ProExzellenzia 4.0” project uses grants to promote women’s careers in the education system, especially women with degrees in technical subjects, and promotes equal access to leadership positions. In addition, the project has a specific range of training courses for women migrants which prepares participants to get a job in academia and business in Germany. For further information, see https://pro-exzellenzia.de/.</p>
<p>Mecklenburg-Western Pomerania</p>	<p>As part of Girls’Day and Boys’Day, which are also carried out at national level (see this Report and earlier Reports), the “BOGEN – Gender-Reflected/Sustainable Career Guidance” implementation project both coordinates these campaign days and runs workshops for girls and boys in cooperation with schools. The aim of these workshops is to acquaint and familiarise girls with careers in MINT subjects (Mathematics, Information Technology, Natural Sciences and Technology) and boys with careers in the fields of social work, healthcare and education. Mecklenburg-Western Pomerania also joined the “No Clichés” initiative (national cooperation projects on career and degree choices free of gender clichés).</p> <p>Mecklenburg-Western Pomerania runs mentoring programmes as part of women’s career development in higher education institutions. The aim is to increase the entry and promotion opportunities of highly qualified junior academics. Also, the Universities Act of Mecklenburg-Western Pomerania requires that as of January 2020 the “cascade model” be applied to promoting women in higher education institutions.</p> <p>The MiR – Women Migrants project was carried out in Rostock in 2018–19 to support women and girls seeking asylum, refugee women and girls, and migrant women and girls. The project was funded by the Federal Agency for Civic Education and aimed to familiarise women with a migration background with civil-society structures and thus to give them the opportunity to get more involved in politics, society and cultural life.</p>
<p>Rhineland-Palatinate</p>	<p>Re para. 14 (d) The “B3 – Bridging Measures Education and Advice” training project for women migrants with a degree (which is not</p>

	<p>recognised in Germany) is funded by the Ministry for Women’s Affairs. It is geared specifically to newly arrived academics who gained a degree in education, social studies or psychology in their home country. It comprises the following elements:</p> <ul style="list-style-type: none"> – An intensive German language course (goal: C1 level); – An “Educational Advice and Skills Development” training course, which teaches basic advisory skills; – One-to-one career coaching; – An internship.
<p>Saxony-Anhalt</p>	<p>Promoting girls and women in MINT careers</p> <p>The “Select MINT”, “Make up your MINT” and “The future is FEMININE” projects were carried out to promote career guidance for schoolgirls from Year 11 onwards and young women qualified to enter higher education. On account of the good results achieved in similar earlier projects, the focus in the EU Structural Fund period 2014–20 was again placed on the priority area “Supporting Women in MINT Careers” with its three projects, which have been allocated ESF and <i>Land</i> budget funding amounting to more than €2.2m.</p>

Re para. 15 LoIPR	
<p>Baden-Württemberg</p>	<p>The Ministry for Economic Affairs, Labour and Housing Construction promotes Baden-Württemberg’s “Contact Offices Women and Careers” programme. The Contact Offices’ core task is to support women’s successful professional integration and development by providing a reliable, integrated range of advisory services. The Contact Offices are low-threshold, regional contact points which work closely with business organisations, continuing training institutions, employment agencies and businesses. Their measures make a key contribution to tapping into the pool of skilled female personnel, especially any “hidden reserves”.</p> <p>The programme aims to</p> <ul style="list-style-type: none"> – tap into the pool of skilled personnel in the target group for the benefit of businesses, – reconcile family life and paid work, and – ensure women’s equal participation in the working world. <p>The aim of the Ministry for Economic Affairs, Labour and Housing Construction’s “familyNET 4.0 – Corporate Culture in the Digital World of Work” transfer project is to ensure that solutions which enable people to reconcile family life and paid work in the digital working become more widely available. As many companies as possible are to be informed about how they can implement a modern, digital, family-friendly corporate culture which suits people’s current circumstances. The objective is to nudge businesses into initiating company-internal changes and to show them practical ways of implementing those changes. The recommendations for action set out in the Digital, Family-Friendly Businesses Guidelines elaborated in 2019 as part of the “familyNET 4.0” model project serve as the basis for this.</p>

	<p>The Ministry supports women in achieving their goal of taking on a management role and increasing the share of women in leadership positions through the ESF project “Top Women. Women’s Careers in Businesses in Baden-Württemberg”. The project aims to raise awareness among women with and without a migration background who want a career, to motivate them and support them on their career path, and to network and inform HR managers, especially those in small and medium-sized enterprises (SMEs), about measures to promote women’s careers. The web portal www.spitzenfrauen-bw.de in conjunction with numerous offline and online offers around “women and careers” serve this purpose, including an e-learning module, mentoring programmes, community-building training and networking events (working breakfasts for women managers) and other events.</p>
Hamburg	<p>Strengthening jobs with full social security coverage The Senate Administration is committed to actively strengthening jobs with full social security coverage. It cooperates with its partners in the Hamburg Skilled Professionals Network as well as with the social partners and the Jobcenter <i>team.arbeit.hamburg</i> to convert so-called “mini-jobs” into jobs with full social security coverage.</p> <p>Family-friendly working environment Further, working under the umbrella of the Hamburg Alliance for Families the city encourages businesses to put employee-friendly working conditions in place, thereby supporting SMEs in particular in shaping a family-friendly working environment.</p>
Hesse	<p>“Start-ups by WOMEN MIGRANTS – The Prospect of Self-Employment”: Since 2013, start-up funding allocated by the <i>Land</i> government has focused on services aimed specifically at women. The Coordination Office Women & Business has created a range of services for women start-ups and women entrepreneurs across the state of Hesse. The special programme “Start-ups by WOMEN MIGRANTS – The Prospect of Self-Employment”, launched in 2018, provides concrete support to women with a migration background through a Coordination Office. The project aims to increase and enhance the economic potential of women migrants. Services provided include one-to-one advice, skills checks, networking events and workshops which support women when it comes to putting their business ideas into practice.</p> <p>The second, updated edition of Hesse’s Wage Atlas (launched in 2017), to which reference is made in regard to para. 18 (a) LoiPR, also forms the basis for a dialogue with the social partners aimed at agreeing concrete measures in individual sectors to further reduce the pay disparities between women and men in Hesse, see http://www.arbeitswelt.hessen.de/im-fokus/der-neue-hessische-lohnatlas-mit-virtueller-dokumentation-ist-veroeffentlicht, https://www.hessischer-lohnatlas.de/ and http://www.arbeitswelt.Hesse.de/sites/awh/files/dateien/lohnatlas_2020_final.pdf.</p>
Mecklenburg-Western Pomerania	<p>For many years now Mecklenburg-Western Pomerania has had an alliance made up of societies, associations, trade unions and politicians which raises awareness of wage disparities between women and men in the context of diverse campaigns around Equal Pay Day. Since 2016 SMEs have received support when it comes to pay equality through the “Equal Pay as a Matter of Course” and “Positive Leadership – Gender Equality in the Working World” projects. In 2013 Mecklenburg-Western Pomerania launched a mentoring programme to support its goal of increasing the number of women in leadership positions.</p>

Re the subquestions under paras. 15 (h), 18 (c) LoIPR on childcare	
Brandenburg	<p>Legal entitlement from the age of one year: In Brandenburg children over the age of one year up to the start of Year 5 are entitled to childcare. Before that and afterwards, i.e. up to the age of one year and in Year 5 & 6, children are also legally entitled to childcare if their family’s situation necessitates it. This entitlement covers at least six hours of childcare for children up until they start school and at least four hours of childcare provision for primary school-age children. If their family situation so requires (e.g. if both parents work), children are entitled to more hours of childcare. Brandenburg has a diverse range of facilities across the whole <i>Land</i>. Daycare facilities have places for some 188,000 children, who are looked after by some 22,000 skilled personnel and some 1,000 daycare workers. In total, the <i>Land</i> co-finances more than €0.5bn towards childcare and thus supports these services and helps improve their quality.</p> <p>In 2019, care rates in Brandenburg for all children up to age 12 stood at 70.18%, including</p> <ul style="list-style-type: none"> – for children under three (in nurseries): 56.88%, – for children from age three up to when they start school (in kindergarten): 96.49%, and – schoolchildren up to age 12 (after-school childcare): 60.62%. <p>As a result, Brandenburg ranks top among the German <i>Länder</i> when it comes to care rates in day nurseries and for primary school-age children.</p> <p>Between March 2017 and 1 Aug. 2020, personnel allocation for primary school-age children increased from 0.8/1.0 skilled personnel per 12 children to 0.8/1.0 skilled workers per 10 children (“0.8 skilled workers” refers to the minimum entitlement to an average of 6 hours of childcare; “1.0 skilled workers” refers to the extended legal entitlement to an average of more than 6 hours per day). Since 2019 this personnel allocation has been funded under the Federal Act to Further Develop the Quality and Improve the Take-up of Daycare Facilities and Childcare.</p> <p>Under the 2019 coalition agreement of the <i>Land</i> government, personnel allocation in day nurseries is to be increased in the course of the current legislative period from 0.8/1.0 skilled workers per five children to 0.8/1.0 skilled workers per four children.</p>
Saxony	<p>Re para. 18 (c)</p> <p>The Free State of Saxony has an adequate childcare infrastructure. Legal entitlements (for under-threes and over-threes) to a childcare place are met, and a needs-based range of places is available for school-age children. Local public youth welfare services (in counties/county boroughs). are responsible for managing the infrastructure. Current care rates reflect this.</p>
Saxony-Anhalt	<p>The Saxony-Anhalt Childcare Funding Act was amended several times over the course of the reporting period. Minimum staffing rates for childcare in day nurseries, kindergartens and after-school clubs were improved at the same time. Simultaneously, in regions with social burdens, an additional at least 0.5 full-time equivalent posts were approved via a minimum staffing rate in order to support those regions with specific needs.</p>

	<p>Saxony-Anhalt many years ago introduced a legal entitlement to up to 10 hours of daily childcare for children from birth up to age 14. That means that families can better reconcile family life and paid work and commute between work and home in demographically challenged regions. As of 1 Jan. 2020, families with more than one child pay lower daycare fees, too. That means even more women can return to work sooner because they save on childcare fees and have an income from paid work.</p> <p>Parents’ participation on advisory boards and parents’ representatives at community, county and state level are set down in law and underpinned by new statutory instruments. Parents have comprehensive co-determination rights when it comes to childcare facilities and their communities. They relate specifically to further developing available services and their underlying concepts, childcare facilities’ opening hours and who sits on the relevant committees and bodies. These active participatory structures ensure that needs-oriented services can be coordinated and opening hours geared to parents’ needs.</p> <p>Approx. 90% of primary school-age children (Year 1–4) in Saxony-Anhalt attend after-school childcare, i.e. they enjoy wraparound provision. Children in Saxony-Anhalt attend after-school childcare for an average of 5.6 hours per day. Days are broken down into “early morning”, “before school” and “after school” periods of 5.5 hours for primary school-aged children. In the school holidays children can be looked after for up to 10 hours each day.</p>
Thuringia	<p>Under section 2 (1) sentence 2 Childcare Act of Thuringia, each child habitually resident in Thuringia over the age of one up until he or she goes to school already has a legal entitlement to all-day childcare in a childcare facility, that is for 10 hours from Mondays to Fridays, depending on a facility’s opening hours. When the Act was amended in 2018 and 2019 the ratio of skilled personnel to children in the three- to four-year-old age group was increased from 1:16 to 1:14 (as at 1 Aug. 2018) and to 1:12 (as at 1 Aug. 2019).</p> <p>Further, an amendment to the aforementioned Act and the implementation of the Federal Act to Further Develop the Quality and Improve the Take-up of Daycare Facilities and Childcare, relieved the burden on parents by providing financial support and reducing the barriers which families facing socio-economic challenges have in taking up early-years education and childcare. Childcare is free in the last 24 months before a child starts school. Given that childcare fees had already been abolished as of 1 Jan. 2018, in 2018 approx. 19,000 children were already paying no childcare fees in the last year before starting school. Extending free childcare to the penultimate year of kindergarten abolished fees for a further 19,000 children.</p>

Re para. 16 (a) LoIPR	
Berlin	<p>Berlin gives women with low incomes free access to prescription contraceptives. These costs can be covered where certain income thresholds set out in SGB XII are not exceeded. This can apply to schoolgirls, female trainees, female students, unemployed women and women with a low family income. Those drawing Unemployment Benefit II or social assistance only need present their prescription, their complete, most recent benefit award letter and their ID card/passport plus registration card. The contraceptives are dispensed by sexual health and family planning clinics, which provide information about this service on the district offices’</p>

	websites.
Brandenburg	Brandenburg currently has 55 counselling centres for pregnant women and pregnant women in conflict situations run by facilities with diverse outlooks which provide advice on contraceptives and family planning. The pro familia counselling centre for pregnant women in conflict situations in Ludwigsfelde carried out the “ biko – Contraceptive Advice, Information and Cost Coverage for Contraceptives ” model project funded by the BMFSFJ between January 2017 and July 2019. Brandenburg currently has no state-wide measures supporting women and girls living in poverty/remote regions, including the right to have the costs of contraceptives covered.
Bremen	Bremen has a programme which covers the costs of contraceptives for women on low incomes. Bremen has also established a gynaecology practice for women with restricted mobility.
Hamburg	In 2018 Hamburg launched a model project to cover the costs of contraceptives for women on low incomes. Women receiving state transfer payments or whose income falls below the income threshold as set out in section 85 SGB XII can apply to an advisory centre for pregnant women in conflict situations to have their costs covered.
Mecklenburg-Western Pomerania	An analysis of data and experience gained in practice showed that women with specific needs are, for financial reasons, increasingly going without reliable contraceptives and more and more of them are therefore falling pregnant. That is why Mecklenburg-Western Pomerania used a model project to investigate what impact financing prescription contraceptives has on the number of abortions. The results show that more women tend to use reliable forms of contraception if they do not have to pay for them. Equal importance is attached to family planning advice, including on contraception, and sex education by gynaecologists and pregnancy advisers.
Lower Saxony	The “ biko –Contraceptive Advice, Information and Cost Coverage for Contraceptives ” model project, funded by the BMFSFJ, provided access to free prescription contraceptives for women on a low income at seven dispensaries (www.biko-verhuetung.de). One of these test centres was in Wilhelmshaven. Lower Saxony does not have any further information as regards the distribution of free contraceptives, for example through local funds.

Re para. 18 LoIPR

Baden-Württemberg	Re para. 18 (b), (d) Ministry for Rural Regions: The “Innovative Measures for Women in Rural Regions” (2014–23) funding programme supports women in the following areas: educational and coaching measures, starting and expanding a business, and setting up a network. The goals are to create income and employment opportunities close to home, to improve women’s ability to reconcile family life and paid work, to ensure a high standard of living for the rural population and drive forward rural development.
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<p>Brandenburg</p>	<p>Re para. 18 (b) See the explanations in the report.</p> <p>Re para. 18 (e) The aim in steadily increasing the number of recognised services providing support with everyday activities is to take the burden off those delivering care in the home in Brandenburg. There are currently 809 providers of such support with everyday activities across Brandenburg, with 17,000 volunteers looking after 2,500 people in need of nursing care and their caregiving relatives (as at March 2020). The Specialised Office for Ageing and Care in the Neighbourhood (model project which is part of Brandenburg’s Care Campaign) is tasked, among other things, with establishing and developing services providing support with every day activities. These are free in Brandenburg for all established service providers and for those interested in setting up such a service.</p>
<p>Hesse</p>	<p>Re para. 18 (a) Hesse’s Wage Atlas carried out a detailed analysis for each county borough and county in Hesse, which provided a picture of the situation at state level and a comparison between the counties and county boroughs. In addition, workshops involving local women’s and gender equality offices/officers from all the counties and county boroughs across Hesse were carried out to analyse their respective regional data and, where structural differences were noted, relevant suggestions were made to enable optimum support to be provided so as to be able to make improvements on the ground. The Second Wage Atlas (2020, see re para. 15) also contains data on single mothers and women migrants. This enables discussions to take place at state level and in the regions which look in detail at the wage situation of single mothers and women migrants.</p> <p>Re para. 18 (e) Hesse has an indirect influence on increasing the share of skilled personnel by, for instance, seeking to attract nursing professionals from abroad and abolishing training fees. To ensure that women can reconcile unpaid care work and paid work, the Ministry for Social Affairs and Integration of Hesse, together with the AOK Hesse health insurance company, the berufundfamilie gGmbH non-profit limited liability company and Bildungswerk der Hessischen Wirtschaft, launched an initiative called “Reconciling Paid Work and Care Work – The Hessian Initiative”, within the framework of which the Charter on Reconciling Paid Work and Care Work was drawn up (see https://berufundpflege.hessen.de/initiative/die-hessische-initiative/). A total of 254 companies and organisations have signed the Charter since 2013. The measures include, for instance, training so-called “Care Guides” in companies to act as contacts on this issue, enabling teleworking and flexible working hours, and providing up-to-date specialist information.</p>
<p>Lower Saxony</p>	<p>Re para. 18 (b), (d) The “Success Is Female – Strengthening Women” project (2018–20) was used to strengthen women in rural regions in Lower Saxony by organising workshops and theme days so that women can tackle the challenges they face in leadership positions in male-dominated structures, such as in professional fields, in politics, the rural population and the Chamber of Agriculture.</p>

<p>Saxony</p>	<p>Re para. 18 (a) According to the current coalition agreement, the state government aims at increasing the coverage of collective agreements and strengthening the co-determination and social partnerships within the industry and commerce in Saxony.</p> <p>Re para 18 (b) The Free State of Saxony is using its Directive on Promoting Equal Opportunities to, among other things, provide financial assistance to women starting a business in rural regions. The aim is to support women at setting up self-employed businesses which can provide a sustainable main income. Women are paid a one-off grant (partial financing) in the form of project funding of up to 90% of eligible expenses, up to a maximum of €8,000.</p> <p>Re para 18 (e) Saxony has created a state-level programme to support senior citizens in everyday life. Volunteers support people over the age of 60 who do not need nursing care in carrying out everyday household chores. The focus is on activities which can prevent social isolation and help the elderly to stay in their own home, for example by going shopping with them, accompanying them to public offices, going to the doctor and visiting senior centres. As per the current coalition agreement, the <i>Land</i> government aims to advocate increasing the coverage of collective agreements and strengthening co-determination and social partnerships in trade and industry in Saxony.</p>
<p>Saxony-Anhalt</p>	<p>During the operational period of the EU Funding Period 2014–20, Saxony-Anhalt allocated grants to promote awareness-raising and upskilling among actors in the field of gender equality and non-discrimination of women, especially in rural regions. A total of €5.7m in ESF and state funding was allocated to these measures in the funding period.</p>
<p>Schleswig-Holstein</p>	<p>Digital connectivity in rural regions: The Digitalisation Programme, launched in 2018, encompasses more than 200 digitalisation projects in Schleswig-Holstein. Goals include expanding the glass fibre network across the whole of the <i>Land</i> by 2025, expanding the latest 5G mobile networks and Wi-Fi networks to cover the whole of the <i>Land</i>. It is assumed that women in rural areas in particular will benefit from better digital connectivity.</p>
<p>Thuringia</p>	<p>Sustainability Strategy: So that women can easily reconcile family and professional life, Thuringia has childcare places across the whole of the <i>Land</i>, including in rural areas, and an entitlement to 10 hours of childcare per day.</p>

<p>Re para. 23 LoIPR – Other measures and initiatives</p>	
<p>Berlin</p>	<p>Improving the infrastructure for single parents Berlin has the highest share of one-parent families of all the <i>Länder</i>. Based on experience and insights gained during the ESF</p>

	<p>federal programme called “Networks of Effective Help for Single Parents”, Berlin now runs coordination offices in all 12 of its districts to improve the local infrastructure for single parents. These coordination offices are tasked with creating better and more coordinated services by establishing and expanding regional networks. Gaps in provision are to be identified, and existing services are to be coordinated more strongly and developed further. The goal is to be able to offer effective and sustainable support structures to single-parent households, which often have complex needs. The district coordination offices receive support and advice from a newly established <i>Land</i> Coordination Office. The plan is to use a subsequent expansion phase to set up additional contact offices for single parents.</p>
Hamburg	<p>The Senate Administration has since 2016 been supporting the preventive project for boys called “comMIT!ment” run by the <i>Jungenarbeit e.V.</i> society. It enables young men aged 16–27 to share their experiences of role models, gender clichés, violence prevention and sexuality (see Printed Papers 21/17586, 21/13892, 21/12378, 21/10124, 21/8722, and https://www.jungenarbeit.info/unsere-angebote/commitment).</p>
Saxony	<p>Saxony’s <i>Land</i> Programme of Action on Accepting Diverse Lifestyles was launched in 2017. It identifies where concrete action is required in various areas of life, such as the world of work, school and education, young people and families, health, violence prevention, participation etc. and establishes measures to permanently eliminate discrimination.</p>
Saxony-Anhalt	<p>Saxony-Anhalt launched its Programme of Action to Increase Acceptance of Lesbian, Gay, Transgender, Transsexual and Intersex People back in 2015. It encompasses a total of 69 measures in the following areas: education and information; public dialogue; violence and prejudicial crime; and legal bases. The Programme of Action serves to increase acceptance and an appreciation of LGBTTI people and diversity. By raising awareness in society, the programme also hopes to prevent violence and discrimination. It ran until December 2021. There are plans to continue it.</p>
Schleswig-Holstein	<p>Since 2017 Schleswig-Holstein, in cooperation with Investitionsbank Schleswig-Holstein, has every two years awarded a prize to businesswomen to raise awareness of and promote successful businesswomen and women start-ups.</p>