

In Germany women get paid 19 percent less

According to the law in Germany and to the human rights, men and women should be treated equally. Unfortunately, if you take a look into the jobs of women in Germany, it is still not the case. Your gender should not be a reason to treat you differently.

Compared to other countries in the European Union, Germany is behind with their gender equality at work. The Gender Pay Gap of 2019 was at an average of 19 percent, which means that women get paid an average of 19 percent less than men. In the EU there is only one more country, which has a higher pay gap than Germany. Moreover, this gap goes only one percent down per year and if that does not change, the gap will last for at least 19 more years above zero percent. That would not only affect the future of the girls who, like me, are still in school, it might also affect our children. Girls and women should not get the impression that their work is worth any less than the work of men.

I believe that female politicians of the great coalition proposed a long due law this year in January which is supposed to help women to get better opportunities to compete with their male colleagues for a job at management boards. The law entails a female quota for supervisory and management boards in listed companies. In my view it is a bit scary that you need a law in the 21st century to get 30 DAX-companies to the point that they take at least one woman into their management boards. I mean it is not a lie that there were more men named Thomas on management boards of MDAX-companies in 2015 than female members altogether. These numbers and facts simply show that the thought of women as the less worthy or less smart gender is still in the minds of so many, otherwise we would see more women in high positions.

Another reason leading to inequality of the circumstances for both genders at work is the family. Even though the number of family friendly enterprises is growing, there are still parents who get treated wrong in their situation as a child-raising employee. At some companies you risk unemployment if you stay home from work because you did not find somebody to care for your child. And if you get unemployed because of such a reason it is again especially hard for women to get a new job because many enterprises know that they might only be able to work fewer hours. There are already some companies which have company kindergartens which help a lot, because the worry about having someone who looks after the child does not exist anymore. I believe that it should not be a question for an enterprise whether to be family friendly, I mean children are the future and they might be future employees.

In my view Germany still has a long way to go, if genders are to be treated equally at work and they really should be. I think not everyone in Germany has realized the importance of

being equal yet, but it is necessary that they do. Furthermore, more people have to stand up for it, not only to be heard but also to show that not the gender is the reason to get paid but the work. It is not a problem only Germany has, it concerns the whole world and everyone living in it.