

Yes**We**Plan!

Country Report

Germany



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COUNTRY: GERMANY

Definition of “Architects and Civil Engineers” for the data collection form: Professionals with a master degree in Architecture or Civil Engineering that are fully licensed to conduct the profession according to the legal requirements of their country.

Data collection methods: Use of knowledge available in the organisation / desk research / (min 5) expert interviews (Indications of source / reference list to be added under Topic 4.)

1. Basic data

1.1 Total population:	83.1 Mio.		1.2 ... of which are female:	42.1 Mio. (50,7%)	
1.3 Licensed (defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Architects:	Not applicable for Germany. Architects and engineers have to be member in a chamber to be authorised to conduct the profession		1.4 ...of which are female:	Not applicable for Germany. Architects and engineers have to be member in a chamber to be authorised to conduct the profession	
1.5 Licensed defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Civil Engineers:			1.6 ...of which are female:		
1.7 Registered (defined here as in “registered in a professional body/chamber”) Architects (please give the numbers for 2010 and 2019 for comparison):	2019:	116.703	1.8 ...of which are female:	2019:	38.640 (33,1%)
	2010:	100.533		2010:	25.391 (25,3%)
1.9 Registered (defined here as in “registered in a professional body/chamber”) Civil Engineers:	2019	XXXXXX	1.10 ...of which are female:	2019	XXXXXX
	2010	XXXXXX		2010	XXXXXX
1.11 Self-employed registered Architects (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Architects):	2019:	48.141	1.12 ... of which are female:	2019	10.681 (22,2%)
	2010:	49.658		2010	9.850 (19,8%)
1.13 Self-employed registered Civil Engineers (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Civil Engineers):	2019	XXXXXX	1.14 ...of which are female:	2019	Ca. 10 %
	2010	XXXXXX		2010	XXXXXX
1.15 Graduates in Architecture	1.16 ...of which are female:		1.17 Graduates in Civil Engineering		1.18 ...of which are female:
2019	XXXXXX	XXXXXX	2019	XXXXXX	XXXXXX
2018	8.213	4.717 (57%)	2018	XXXXXX	XXXXXX
2017	7.935	4.533 (57%)	2017	10.720	Ca. 3.320 (31%)
2016	7.520	4.368 (58%)	2016	10.256	Ca. 3.076 (30%)
2015	7.537	4.533 (57%)	2015	9.954	Ca. 2;986 (30%)
2014	7.096	4.104 (58%)	2014	8.626	Ca. 2.416 (28%)
2013	6.758	3.923 (58%)	2013	7.859	Ca. 2.279 (29%)
2012	6.421	3.638 (57%)	2012	6.636	Ca. 1.924 (29%)

2011	6.231	3.508 (56%)	2011	5.955	Ca. 1.727 (29%)
2010	5.920	3.203 (54%)	2010	5.360	Ca. 1.501 (28%)
2009	6.302	3.354 (53%)	2009	5.056	Ca. 1.365 (27%)
2008	6.073	3.091 (51%)	2008	4.677	Ca. 1.216 (26 %)
1.19 Students (starting 2019) in Architecture		1.20 ...of which are female:	1.21 Students (starting 2019) in Civil Engineering		1.22 ...of which are female:
2019	XXXXX	XXXXX	2019	XXXXX	XXXXX
2018	10.075	5.796 (57,53%)	2018	11.470	3.428 (29,89%)
2017	11.691	6.542 (55,96%)	2017	11.323	3.230 (28,53%)
2016	11.937	6.715 (56,25%)	2016	11.364	3.343 (29,42%)
2015	11.790	6.607 (56,04%)	2015	11.599	3.524 (30,38%)
1.23 For Comparison: Registered Medical Doctors		392.400 (2018)	1.24 ...of which are female:		170.685 (2017)
1.25 For Comparison: Registered Lawyers		150.548 (2018)	1.26 ...of which are female:		50.908 (2018)
2. Narrative descriptions / Facts					
2.1 How are the professions of Architects and Civil Engineers regulated and organised (content of legal framework, legal scope of professional services, requirements for access to and conduct of the profession, membership in Chambers/professional bodies, possible forms of conducting the professions, Chamber/professional body organisation, official equality policy in professional body)?		In Germany, the title architect is protected by law and so the requirements for registration are stated in the architects' laws. If an architect wants to act under the title, he or she has to register at the chamber of architects of one of the 16 German Länder (federal states), where the architect is settled. For German architects, generally minimum of 4 years of academic training and 2 years of professional practice is required for registration. Registration is based on an assessment carried out by an independent jury of professionals headed by a magistrate or a lawyer. The obligation for further training is anchored in the architects' laws. The architects' chambers are in charge of the advanced training in institutes and academies.			
2.2 What is the content of the legal framework on which gender equality is based in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?		<p><u>1. Das deutsche Grundgesetz - German Basic Law, art. 3.</u></p> <p>(1) All persons shall be equal before the law.</p> <p>(2) Men and women shall have equal rights. The state shall promote the actual implementation of equal rights for women and men and take steps to eliminate disadvantages that now exist.</p> <p>(3) No person shall be favoured or disfavoured because of sex, parentage, race, language, homeland and origin, faith or religious or political opinions. No person shall be disfavoured because of disability."</p> <p><u>2. Gesetz für die Gleichstellung von Frauen und Männern in der Bundesverwaltung und in den Unternehmen und Gerichten des Bundes, Bundesgleichstellungsgesetz, BGleig - Act on Equality between Women and Men in the Federal Administration and in Federal Enterprises and Courts (Federal Act on Gender Equality)</u></p> <p>(1) The aim of the Act is</p> <ol style="list-style-type: none"> 1. to achieve gender equality, 2. to eliminate existing discrimination on the basis of gender, in particular discrimination against women, and to prevent discrimination in the future and 3. to improve the family-friendliness and reconciliation of family life, care work and employment for women and men. <p>(2) The actual realisation of gender equality shall be promoted in accordance with the provisions of this Act. Structural discrimination against women shall be eliminated by means of their specific promotion.</p> <p>(3) When achieving the aims account shall be taken of the particular concerns of disabled women and women at risk of disability within the meaning of section 2 (1) of the Ninth Book of the Social Code. In all</p>			

	<p>other respects, section 2, second sentence, of the Act on Equal Opportunities for Persons with Disabilities shall apply.</p> <p><u>3. Allgemeines Gleichbehandlungsgesetz (AGG) - General Act on Equal Treatment</u></p> <p>The purpose of the Act is to prevent or to stop discrimination on the grounds of race or ethnic origin, gender, religion or belief, disability, age or sexual orientation (Section 1).</p> <p>Section 2:</p> <p>(1) For the purposes of this Act, any discrimination within the meaning of Section 1 shall be inadmissible in relation to:</p> <ol style="list-style-type: none"> 1. conditions for access to dependent employment and self-employment, including selection criteria and recruitment conditions, whatever the branch of activity and at all levels of professional hierarchy, including promotion; 2. employment conditions and working conditions, including pay and reasons for dismissal, in particular in contracts between individuals, collective bargaining agreements and measures to implement and terminate an employment relationship, as well as for promotion; 3. access to all types and to all levels of vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience; 4. membership of and involvement in an organisation of workers or employers or any organisation whose members carry on a particular profession, including all benefits provided for by such organisations; 5. social protection, including social security and health care; 6. social advantages; 7. education 8. access to and supply of goods and services which are available to the public, including housing. <p>(2) Section 33c Social Code, Book I and Section 19a Social Code, Book IV shall apply to social benefits. The Company Pensions Act (Betriebsrentengesetz) shall apply to company pension schemes.</p> <p>(3) The application of other prohibitions of discrimination or laws on equal treatment shall remain unaffected by this Act. The same shall apply, mutatis mutandis, to provisions under public law which serve the protection of specific groups of persons.</p> <p>(4) Only the provisions governing the protection against unlawful dismissal in general and specific cases shall apply to dismissals.</p> <p>No special regulations in professional laws for Architects and Civil Engineers</p>
<p>2.3 Official pay gap (in general)</p>	<p>The average gross hourly earnings of women in 2018 were 21% lower than those of men. Since 2002, the pay gap between women and men has been almost constant. The Federal Government has set itself the goal of reducing the pay gap to 10% by 2030. In 2018, the gender pay gap varied greatly from one sector to another. Professional, scientific and technical services and arts, entertainment and recreation were the sectors with the highest disparities (31% each), followed by banking and insurance (28%) and information and communication (25%). The earnings gap was also relatively high in manufacturing and distributive trades; maintenance and repair of motor vehicles, where traditionally men are more represented than women, at 24%. (Destatis https://www.destatis.de/DE/Themen/Arbeit/Arbeitsmarkt/Qualitaet-Arbeit/Dimension-1/gender-pay-gap.html)</p>
<p>2.4 Content of transparency rules regarding payment/income (in general)?</p>	<p><u>Entgelttransparenzgesetz, EntgTranspG - The Act to promote Transparency in Wage Structures among Women and Men (Transparency in Wage Structures Act)</u></p> <p>The purpose of the Act is to enforce the right to equal pay for women and men for equal work or work of equal value. In employment relation-</p>

	<p>ships, it is prohibited for less pay to be agreed upon or paid to any employee based on their gender, for equal work or work of equal value, than is paid to an employee of the other gender.</p> <p>Transparency is to be achieved through:</p> <ul style="list-style-type: none"> • Individual entitlement to disclosure <p>Persons employed in establishments with a workforce that usually counts more than 200 employees under the same employer shall possess an entitlement to disclosure in accordance with the present Act.</p> • Internal company evaluation procedures <p>Private employers with a workforce that usually counts more than 500 employees are called upon to use internal company evaluation procedures to assess their remuneration provisions and the various remuneration components disbursed, as well as the way in which they are applied, on a regular basis, to determine compliance with the principle of equal pay as laid down by the present Act.</p> • Report on gender equality and equal pay <p>Employers with a workforce that usually counts more than 500 employees, who are required to file a management report pursuant to the German Commercial Code, shall file a report on gender equality and equal pay describing their measures to promote equality between women and men and the impact of the former, as well as their measures to create equal pay for women and men. Employers who apply no measures within the above shall give the grounds for this in their report.</p>
<p>2.5 Maternal leave (defined here as the right to (paid) absence from employment shortly before and after giving birth) / Parental leave (defined here as the right to (paid or unpaid) absence from employment of a parent with certain securities in regard to social and/or labour legislation) / Care leave (defined here as the right to (paid or unpaid) absence from employment in case of care obligations such as sick children): What is the content of the legal framework in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p><u>Mutterschutzgesetz, MuSchG - Maternity Protection Act</u></p> <p>The Maternity Protection Law protects working mothers before and after the birth of a child. Anyone expecting a child is not allowed to work during the last six weeks before the birth. After the birth, women have to stay at home for eight weeks. In the case of premature and multiple births, this protection period is extended to twelve weeks. Women are also financially secure: During the period in which employment is prohibited, they receive either the so-called maternity wage or maternity allowance as well as a subsidy from the employer. From the beginning of pregnancy until the end of four months after childbirth, termination of the employment relationship is not permitted with a few exceptions.</p> <p><u>Bundeselterngeld- und Elternzeitgesetz, BEEG - Parental Allowances and Parental Leave Act</u></p> <p>Mothers and fathers are entitled to parental benefit if they look after and raise their children themselves after birth and therefore do not work more than 30 hours a week.</p> <p>The basic parental allowance can only be received in the first 14 months of the child's life. It is also possible to receive Parental BenefitPlus beyond the 14th month of the child's life. Parents can receive Parental Allowance Plus for up to twice as long as they would be entitled to a maximum of half of the parental allowance to which the parent without income would be entitled after birth: one basic Parental Allowance Month becomes two Parental AllowancePlus months, from which part-time parents in particular benefit.</p> <p><u>Gesetz zur besseren Vereinbarkeit von Familie, Pflege und Beruf - Better reconciliation of family, care and work</u></p> <p>Employees can step out of work in order to care for a close relative. A short-term absence is possible for up to ten working days and employees have a claim to a carer's grant they can apply from their relative's long-term care insurance fund. A long-term absence is possible for up to six months but without legal claim against employers with 15 employees or fewer. Employees have a right to an interest-free loan as subsistence support. Family caregiver leave is possible partially for up to 24 months. An interest free loan is possible as subsistence support. Also, there is no legal claim against employers with 15 employees or fewer.</p> <p>No special regulations for Architects and Civil Engineers</p>

<p>2.6 How many % of preschool children have potentially access to childcare services and what kind of preschool childcare services are available and how are they organised (overview providers, form, duration, costs, etc)?</p>	<p>In 2019 the childcare rates vary greatly from one age group to another: nationwide, 1.9% of children under the age of one were in day care. In contrast, over a third of parents of one-year-olds (37.1%) took advantage of day-care services, with numbers increasing to almost two thirds (63.2%) for parents of two-year-olds. Since 1 August 2013, children from the age of one have a nationwide legal entitlement to a publicly subsidised childcare place.</p> <p>In Germany, one can choose between a Kindergarten or a “day mother” (childminder). Kindergartens often have public sponsors, such as the city or municipality. This means that they have to meet certain standards. A “day mother” is a private person. Accordingly, the care provided also takes place on their private premises, i.e. in their flat or in rented rooms. In a public Kindergarten, the rooms belong to the provider and not to the individual educators. A “day mother” accommodates a maximum of five children with the same person. In a Kindergarten, there are usually several groups, with about two educators and 25 children.</p> <p>Since there are no uniform overviews throughout Germany, parents can expect the following costs (significant upward deviations being possible): Kindergarten: 50 to 500 euros per month. Day mother: about 6,00 Euro/hour. Costs for childcare are regulated differently in the federal states. In Berlin, for example, childcare has been free of charge since 2018.</p>
<p>2.7 Are there any public supporting measures for women in technical professions (such as special awards, programmes, mentoring schemes, (obligatory) quota systems, bonus points for women in case of procurement procedures etc.) in place (please describe)?</p>	<p>Especially for women in MINT courses of study (mathematics, computer science, natural science, technology) there is specific support for scholarships. Whether a scientific scholarship, a computer science scholarship or scholarships especially for women - anyone interested in a MINT scholarship can search the database “stipendienlotse.de” of the Federal Ministry of Education and Research specifically for scholarships that are only aimed at female applicants and are therefore only awarded to women. They can also select the desired subject, region and current educational status to refine the search. The website mystipendium.de uses a specially developed algorithm to compare 1,500 scholarship opportunities with the profiles of the applicants.</p> <p>However, these scholarship databases are only two of many. Scholarships are not only available in Germany, but also abroad, of course, in view of the international opportunities in MINT professions. Furthermore, funding is available for internships and theses. Foundations, such as the Claussen Simon Foundation, also award scholarships to women who have completed their secondary education. The foundation would like to encourage young women to pursue their interests and to take away important impulses from special workshops, which should contribute to their career decision.</p> <p>A good network is at least as valuable for young scientists as it is for prospective female entrepreneurs. For this reason, several initiatives have been launched to link women in MINT professions. One example of such a project is the German Association of Women Engineers (Deutscher Ingenieurinnenbund e. V.), which organises an annual conference to link exhibitors, speakers and visitors with each other and facilitate an exchange of ideas. For female computer scientists, in turn, there is, for example, the Women and Computer Science section of the “Gesellschaft für Informatik”, which offers networking opportunities and provides useful information such as event notes. Other MINT networks include the Femtec University Career Center in Berlin and the international Women in Technology network, which also organize events.</p>
<p>2.8 Are there any gender equality programmes /programmes to increase the number of women in technical professions in place in vocational education/in schools (please describe)?</p>	<p>“Komm, mach MINT” - the National Pact for Women (universities and schools) in MINT Professions brings together the expertise of politics, business, science, social partners and the media to change the image of MINT professions in society. “Komm, mach MINT.” was launched in 2008 on the initiative of the Federal Ministry of Education and Research with the aim of getting young women interested in scientific and technical courses of study and attracting female university graduates to careers in business and science. The office of “Komm, mach MINT” is located in the competence centre Technik-Diversity-Chancengleichheit e.V. The association promotes nationwide equal opportunities for women and men and</p>

	<p>diversity as a principle for success in business, society and technological development.</p> <p>The information portal www.komm-mach-mint.de provides an overview of the broad spectrum of offers for recruiting young female employees with concrete tips, recommendations for action and a nationwide project map with more than 1,000 projects.</p>
<p>2.9 How are working hours regulated?</p> <p>A) Are there any legal regulations for flexible working times (flextime/home office etc.)?</p> <p>B) How is the percentage of male/female part-time workers (in general / if data is available: in the professions)?</p>	<p>A) <u>Arbeitszeitgesetz (ArbzG) - Law on Working Time</u> The purpose of the ArbzG is to ensure the safety and health protection of workers in the scheduling of hours of work and to improve basic conditions for flexible hours of work. It also safeguards Sundays and public holidays as days of rest from work and of mental recreation for workers. The ArbzG allows certain divergent provisions to be reached in a collective agreement, or in an individual works agreement on the basis of a collective agreement:</p> <p><u>Teilzeit- und Befristungsgesetz (TzBfG) - Part-Time and Limited Term Employment Act</u> The TzBfG entered in to force in 2001. Its purpose is to promote part-time work, to define the prerequisites for the permissibility of employment agreements for limited terms and to prevent discrimination against part-time and limited term employees.</p> <p>Employers shall enable the employees, including those in managerial positions, to work part-time in accordance with the Act. Employees who have been employed with the Company for over six months may request a reduction in their contractual working time. If part-time employees have informed employers of their interest in extending their contractual working time, they shall be given preference in filling a suitable vacancy, assuming equivalent qualification, unless urgent operational grounds or the desires of other part-time employees to change their working times stand in the way. Any termination of an employment relationship due to employees' refusals to switch from fulltime to part-time employment or vice versa shall be invalid.</p> <p>B) <u>Percentage of male/female part-time workers</u> <u>In General</u> In 2018, 76 % of women and 84 % of men aged 20 to 64 were employed. 47 % of the employed women and 9 % of the employed men worked part-time (Source - in German: Federal Statistic Office, press release no. N 010 dated 6th March 2020, https://t1p.de/01by).</p> <p>In 2017, 75 % of women and 83 % of men aged 20 to 64 were employed. 47 % of the employed women and 9 % of the employed men worked part-time (source - in German: Federal Statistic Office, Arbeitsmarkt auf einen Blick Deutschland und Europa, https://t1p.de/pe4g, pages 6 and 50)</p> <p><u>Within the profession of Architects</u> In 2017, the percentage of male/female part-time workers within the profession of Architects was as follows:</p> <ul style="list-style-type: none"> • <u>Architects who are self-employed</u> <ul style="list-style-type: none"> - 36 % female - 11 % male - 17 % overall <p>(Source: BAK, https://t1p.de/urmi, page 21)</p> <ul style="list-style-type: none"> • <u>Architects who are employed</u> <ul style="list-style-type: none"> - 44 % female - 9 % male - 26 % overall <p>(Source: BAK, https://t1p.de/1w6s, page 97)</p> <ul style="list-style-type: none"> • <u>Architects who are civil servants</u> <ul style="list-style-type: none"> - 28 % female - 7 % male

	<p>– 15 % overall (Source: BAK, https://t1p.de/eyv2, page 67)</p>
<p>3. Narrative descriptions / Expert opinions</p>	
<p>3.1 Please describe briefly the history of professional gender equality in your country</p>	<p>In 2020 architecture in Germany is still a male dominated domain. Gender equality in the professional and working world has not yet been established. There are more men than women at senior management levels. A gender pay gap exists in Germany.</p> <p>Although since 2006 more than 50% of the graduates in architecture are women, there is only a small proportion of architectural firms that are owner-managed by women. Even today women are still more often employed in part-time jobs because they must take care of the family and the children. The tendency for young women to take the step into freelance work is currently declining.</p> <p>The first architectural office run by a woman was opened by Emilie Winkelmann in 1908 and was an absolute exception. Many women contributed to the Bauhaus era (1919-1933) but are hardly noticed by the public to this day. Although there have been balanced figures about graduates (women and men) for about 15 years, the job title “Architect” is used in the official institutions and media in the exclusively male form and continues to shape the common view of the job profile. One indication of this is that female architects often describe themselves as “architects” in the male form.</p>
<p>3.2 Are there any political, social, religious, economical etc. frameworks or groups that have tried (or are still trying) to prevent comprehensive gender equality or make it more difficult?</p>	<p>Although traditional roles are no longer maintained in society, there are still doubts about technical and economic skills among women. While women are still trusted with the use of colours, fabrics and decoration, the construction sector is rather sceptical if women have enough skills in the areas of construction supervision or construction management. A positive, proactive attitude to gender equality has become mainstream in academic circles. In fact, however, there are still massive difficulties in implementing this theory. Conventional images contribute to this, which are passed on by men and women alike without reflection. In particular project partners - women and men - continue to place less trust in women with regard to assertiveness and financial controlling.</p>
<p>3.3 Regarding gender equality; are there special challenges that female Architects and Civil Engineers have to face (such as sexual harassment, health and working conditions, bullying at the building site, client or employer discrimination, image, etc.)?</p>	<p>It is a particular challenge for women in architecture and construction to assert themselves against the traditional masculine image of the construction sector.</p> <p>Sexual harassment is omnipresent in society, and the construction sector, which is dominated by men, is also affected. To achieve parity would be an important step to change this. Working conditions in the architectural profession are still hostile to women and families. Female employers advocate for creating part-time jobs and keeping the evenings and weekends free from work. Women are very rarely employed in construction companies. There often are open verbal attacks on the construction site, which for the most part could be ended with clear statements. Involving women on the construction site could help to optimize their workflow.</p>
<p>3.4 In regard to the official pay gap, please describe reasons and future tendencies especially regarding the field of Architecture and Civil Engineering:</p>	<p>In Germany, planning fees are calculated as a percentage of the construction sum, based on an official fee scale (HOAI). Experience shows that men demand higher remuneration for their services than women. They often make use of the degree of flexibility offered by the HOAI at the upper limit of what is possible, while women set the fee calculation lower. The fee structure for architects and engineers does not differentiate between the sexes. Since fewer women work independently or are less often office owners, few women also calculate according to the fee tables of the HOAI. The number of female freelance architects tends to decline. Women are more often employed and work part-time because they are often required to bring up their children. This means that women cannot develop their full potential in their careers and therefore they earn less than men. The hourly rates of remuneration are often too low in proportion to the fees calculated on the basis of the HOAI. This discrepancy very often affects women in their function as employees.</p>

	<p>Another reason for the gender pay gap is that there is no social acceptance in Germany for transparency of salaries. The male-dominated architectural industry and a particularly heroic self-image will probably not play a proactive role in reducing the gender pay gap.</p>
<p>3.5 How long do women/men actually stay at home after childbirth in general/in the professions of Architects and Civil Engineers? How is parental leave (see 2.6) actually accepted? Are there differences between women/men? If yes, what are the reasons?</p>	<p>Women are still more involved in raising children. In general, there is a widespread view in Germany that raising children is the responsibility of women. This state of affairs, which is widely accepted by society, is largely due to the fact that men earn more, and it would be more uneconomical for them to stay at home instead of their female partner. The situation is further aggravated by the fact that the costs for childcare outside the home are still too high.</p> <p>If men were to apply for parental leave just as frequently as women, this exclusion criterion would no longer apply when selecting men or female employees. Men often limit parental leave to two months, which is a prerequisite for taking advantage of the maximum parental leave of 14 months.</p> <p>Women should be more strongly encouraged in the construction industry to combine raising children with freelance or independent work.</p>
<p>3.6 Is there a difference regarding consumption of care leave between women /men? If yes, what are the reasons?</p>	<p>Men still take parental leave significantly less often than women, but the trend is rising. Since the introduction of the parental allowance in 2007, the proportion of men taking parental leave has risen from around three percent to 37 percent in 2016. In comparison, more than nine out of ten mothers take parental leave, and to a much greater extent than fathers. The reasons for the low take-up of parental leave by fathers are financial and the fear of negative professional consequences.</p>
<p>3.7 How important are relatives and social environment for women in general/female Architects and Civil Engineers in the care of their children?</p>	<p>Structures of a classical extended family hardly exist anymore. Parents often have their children late. In most cases, the grandparents live further away and are either still working themselves or are sometimes already in need of care. This can represent an additional burden, which often women must bear.</p>
<p>3.8 How are working hours practiced? What are the experiences in solutions of flexible working times?</p>	<p>More flexible working hours for both parents would be a great help to families. In the construction industry, however, presence around the clock is usually expected. Permanent employees are required to work overtime.</p> <p>In the course of digitalisation, some employers in the building industry have also made working hours more flexible, but unfortunately this often means that you have to be available at all times, including at home. Thus, flexitime is common. Part-time or home office has not yet become established, except in some small offices. There is still the vision that the architect is a 60h job.</p>
<p>3.9 How difficult is the access to the profession for newcomers in practice (working conditions and hours, other aspects)?</p>	<p>The shortage of skilled workers is also making itself felt in the construction sector due to the current building boom. Therefore graduates in architecture have relatively easy access to the labour market. Employers are beginning to adapt to the situation of young people and to take their needs into account, including more flexible working hours, modern working models and less overtime.</p> <p>The starting salaries for young graduates are nevertheless lower in the building industry than in other professions.</p>
<p>3.10 What is the experience regarding solidarity among female Architects and Civil Engineers?</p>	<p>There is solidarity between colleagues. This can be derived from many initiatives taken by female architects for female architects. In recent years, as in the past, some events have been held, prizes for architects have been established, and networks and groups for gender equality in architecture have been founded.</p>
<p>3.11 How do you generally assess (future) developments regarding (professional) gender equality?</p>	<p>Gender equality in architecture and construction is progressing far too slowly. Not a lot has happened here in the past 25 years. Workplace design should be made more flexible for both genders. A better reconciliation of family and work or work-life balance is generally necessary for men and women in architecture. Women often only get small orders in private single-family house construction, or they reconstruct day care centers. Exceptions unfortunately only confirm the rule. The profession of architect is still far too masculine. The sector is far behind other countries in terms of gender equality. There is a risk that orders will be lost to international and non-industry companies. Gender equality is an</p>

	expression of social justice and must be demanded. In Germany and all over the world.
3.12 Is there anything else you would like to add or further specify?	
Indications of source / reference list:	
Please map important institutions in your country in regard to gender equality in general / in regard to the profession of Architects and Civil Engineers	Technische Universität München Technische Universität Dresden Universität Weimar ai architektinnen initiative n-ails Planerinnen Ingenieurinnen Architektinnen Netzwerk PIA