

Our demands for genuine equality

We want genuine equality – at work and in society. This includes:

- **Equal pay:** Equal pay for equal and equivalent work – no more pay gap!
- **Family-friendly working hours:** Models for a good work-life balance.
- **More women in management positions:** Equal development opportunities and fair career prospects.
- **Secure employment and pensions:** Good work today, reliable security tomorrow.
- **Protection from violence and discrimination:** Zero tolerance at work and elsewhere.

Together, we push for these demands – with collective labour agreements, works agreements and political pressure. Help us to make equality a reality.



How?

Read about it here.



Further information on membership

www.igmetall.de/service/leistungen

Join us!

www.igmetall.de/mitglied-werden



Impressum

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**TEAM
IG METALL**

Unser Jahr hat
365 Frauentage



**It matters:
PROMOTING
EQUALITY** 

Equality is not a luxury – it's our right!

We've had enough of pleasant words. We want to see change! Equal pay for equal work – without loopholes. No more discrimination and career roadblocks. IG Metall uses its strength in companies and politics to gradually make equality a reality. Together, we create structures that empower women instead of blocking them: fair job classifications, systematic support, protection against discrimination and flexible working hours for families.

Let's do it!

Gender Equality Achievements:



1994
Constitutional Amendment: obligation of the state to pursue active equality policies

2001
Part-Time and Fixed-Term Employment Act

2006
General Equal Treatment Act

2007 – 2021
parental allowance and parental leave

2013
Children's Promotion Act

2015
Minimum Wage Act

2015, 2021
Executive Positions Act

2017
Pay Transparency Act

2018
Introduction of "Brückenteilzeit"

2019 – 2022
ILO 190 Elimination of harassment and violence in the workplace

2022
Abolition of §219a

2024
Introduction of Self-determination Act

2024
Harassment of pregnant women punishable by law

2025
Act for help in case of domestic violence and extended maternity leave



Together we make a difference

We've been fighting for equality for over 100 years – and we've achieved a great deal. For example, women's suffrage was achieved by unionised women! Today, we continue to set standards:

- Child sick pay
- Shorter full-time work, additional pay in accordance with collective labour agreements, days off for caregiving or childcare
- Introduction of pay framework agreements for fairer pay
- Job sharing in management
- Work agreements on cooperative behaviour or measures to support women

Join the IG Metall women's team – there's still much to be done!

Equality does not come by itself. We need to enforce it together – with an audible voice, power and determination! Every woman who participates gives us more strength and visibility. As a member of IG Metall and an active colleague at the workplace, you can help push our topics: fair pay, respect and better working conditions. Every vote counts, every idea helps us move forward.

Join the **TEAM IG Metall** and experience team spirit, solidarity and empowerment!

