

Munich Overall Score 37.0/100 | Overall Rank 31/50

Basic Facts

- Nearly 4 million population in Greater Munich
- \$270 billion Gross Metro Product (2016)
- Top industries by employment are: property, consultancy, and business services, retail, catering, transportation, manufacturing

Notable Strengths

- Munich is the No. 3 largest city in Germany in terms of population
- The city of Munich performs better than average on indicators related to Talent and Culture. Compared to Germany's other major cities, Munich's [unemployment rate, at 4.6 percent according to 2015 statistics](#), has also been the lowest for years
- Due in part to two universities included in the *U.S. News and World Report's* 2017 list of the [1000 Best Global Universities](#) and seven accredited MBA programs, Munich has a well-educated labor force. and ranks No. 1 for the percent of people with a tertiary degree or above at 67.7 percent
- 62 percent of women hold a tertiary degree or above and more than three-fifths of enrollment in the top universities are female, ranking Munich in the top five for both metrics
- The city has strong cultural support for women
- Ranking No. 13 in the Culture pillar, the city is a leader, particularly on Policy, ranked No. 13, and Attitudes and Expectations, ranked No. 5
- Women are entitled to full pay during the six weeks before and eight weeks after giving birth and both parents can claim parental benefits if they are on leave during the first 12 months after the child's birth
- The Bavarian State Ministry of Justice also enacted the [Bavarian Gender Equality Law](#) in May 1996 to encourage all employers (public and private) to respect and promote equality, particularly with regard to high-level jobs, and the federal [German Co-Determination Act of 2015](#) imposes a 30 percent quota for women on corporate boards after January 1, 2016

- The city remains attractive to women entrepreneurs thanks to a large number of city-level events for women entrepreneurs and networking organizations such as [PWN Munich](#), [Female Entrepreneurs Munich](#), [International Women Connection](#)
- Finally, the city is considered one of the safest cities to live in Europe, ranking low on the [Numbeo.com crime index](#)

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Areas for Improvement

- Although Munich has a lot of strengths, women entrepreneurs in Munich have a relatively more difficult time accessing venture capital, despite ranking No. 8 in terms of most active VC funds
- It ranks No. 42 on the proportionate funding of women businesses and No. 48 when it comes to the percent of city businesses in a second or higher funding round with a woman founder or executive
- Overall, it ranks No. 42 in the Capital pillar
- None of the local business associations (e.g. IHK München und Oberbayern, HwK München, DIHK or Vbw) are headed by a woman and very few of these associations' boardmembers are female
- The lack of female leadership also contributes to its bottom 10 ranking at No. 42 on Women's Skills and Experience
- Having more women with executive experience and increasing the percentage of female faculty in business schools are two areas that can be improved