



„Tackling the Gender Pay Gap: Valuation and Distribution of Paid Work and Unpaid Care Work“

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Council Conclusions of the German Presidency of the Council on tackling the Gender Pay Gap (1)

Council approved conclusions with the title “Tackling the Gender Pay Gap: Valuation and Distribution of Paid Work and Unpaid Care Work” in **December 2020** (written procedure).

Data basis: EIGE-report entitled “Gender inequalities in care and consequences on the labour market”

We consider the **consensus of all EU Member States as a big success** and as an important basis for the following presidencies as the topic is highly relevant for achieving gender equality on the labour market.

Backdrop: CoViD-19-Pandemic

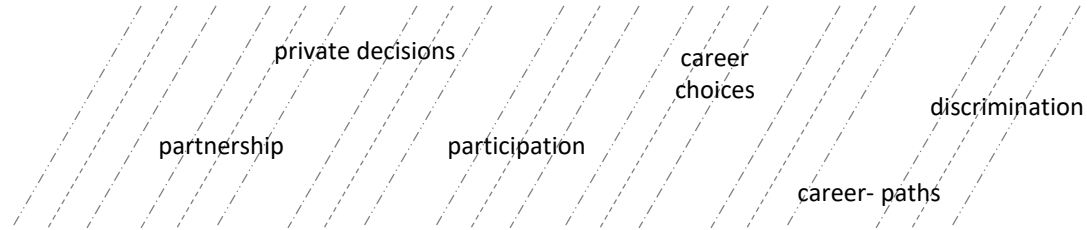
Has not created *new* inequalities for women and men,

But deepened existing inequalities and made them more visible

And pinpointed the under-evaluation of care-work

How does the pandemic affect the distribution of unpaid care work in partnerships and families?

gender stereotypes, (dis)incentives, infrastructure



- Career-breaks
- Part-time-Gap
- horizontal segregation
- vertical segregation
- intransparent wages

Content of the Council Conclusions (1)

Council Conclusions suggest a **two-pronged approach** to achieve both equal pay and comprehensive equality on the labour market:

Firstly, the provision of a **framework to allow for a sharing of paid work and unpaid care work on an equal basis** between women and men.

Secondly, the **provision of public infrastructure** and external services **to allow for the 'outsourcing'** of direct care work (childcare and adult care) and indirect care work (housework and household chores).

Content of the Council Conclusions (2)

- First Approach -

Develop or establish a framework for the sharing of paid work and unpaid care work between women and men, including for example:

Financial incentives that foster the sharing of unpaid care work on an equal basis, including non-transferable compensation during parental leave after birth or adoption of a child;

Opportunities for workers to **temporarily reduce or adapt their working hours**, with a view to reconciling work, family and private life;

Flexible and reasonable working arrangements for workers, including solutions implemented through the use of new technologies;

Reduction of **financial disincentives** (for example, in tax and benefits systems) that directly or indirectly encourage and perpetuate the unequal sharing of unpaid care work and paid work between women and men.

Content of the Council Conclusions (3)

- Second Approach -

**Provide public infrastructure and external services to allow for the 'outsourcing'.
Promote the externalisation of unpaid care work, including**

Direct care work → childcare, adult and elderly care

Indirect care work → household chores, domestic work or household services

For example, by improving public infrastructure and external services that provide childcare or elderly care so that they are flexibly designed in such a way as to be **available, accessible and affordable** for all households or persons.

For example, by examining the possibility to financially support working parents, single parents or caring relatives in using **personal and household services**.

Content of the Council Conclusions (4)

- Second Approach -

Prerequisite for the promotion of the externalisation:

Fair and decent working conditions, fair wages and access to social security for all workers in this sector.

Enhance the status of care-related occupations (care for children, older people, and persons with disabilities; social services; healthcare; and education).

Tackle undeclared indirect care work, including work performed by irregular domestic workers, and other illegal employment in the care sector.

Thank you very much for your attention.

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Frauen können alles.