



Expert Commission
on the Second Gender Equality Report of the German Federal Government:
New ways of restructuring paid work and (unpaid) care work

Factsheet 2:

Objectives and indicators

Gender policy objectives ...

For the Expert Commission, gender equality means aspiring a society with equal capabilities for women and men, irrespective of gender.

Gender equality has thus not been achieved yet.

The organisation of paid work and (unpaid) care work in society has particularly profound influence on gender equality between women and men.

This leads to concrete gender policy objectives in the organisation of paid work and care work:

- » **Independent economic security through integration in the workforce on equal terms**
Independent economic security through paid work supports earner-carer-arrangements based on partnership.
- » **Independent economic security through social security for unpaid care work**
Independent economic security through social security is also necessary in life phases in which (unpaid) care work is at the centre of a person's life.
- » **Independent economic security in old age**
Paid work and care work must offer sufficient independent economic security in old age provisions. In case the universal pensions are below a minimum level, social pension adjustments should ensure independent economic security.
- » **Gender relations based on partnership and the dissolution of gender stereotypes**
Gender stereotypes regarding paid work and care work limit the capabilities of all people.
- » **Equal distribution of unpaid care work irrespective of gender**
In order to attain equal capabilities, not only women need to have better access to paid work, but men also must have improved opportunities to perform care work - be it informal or professional.
- » **Compatibility of a decent livelihood, care work and employment**
Paid work should generally be organised in a way that always considers care work as well. This also allows for an equal distribution of self-care, free time and leisure between the genders.

- » **Access to quality (and affordable) care and support structures**
Quality care and support structures that are flexible, needs-oriented and accessible for everyone are a prerequisite for earner-carer-arrangements based on partnership.
- » **Equal pay for the same work and for work of equal value**
Same work and work of equal value must be remunerated in the same way. Therefore, especially the so-called SAHGE professions (social work, household-related services, health and care, child rearing) have to be revalued.
- » **Eradication of discrimination and protection against gender-based violence**
Discrimination inhibits equal capabilities. Protection against gender-based violence is a precondition for the realisation of capabilities and to jointly address organisational processes within families and partner relationships.

... and how to measure them

How to measure whether gender policy objectives have been achieved? Measurement is important for comparisons, e.g. whether there were steps forwards or backwards, and to find out where action needs to be taken.

Indicators are strongly condensed and simplifying parameters for specific aspects in people's lives. An index consists of several indicators.

In the field of gender equality, several indicators have become standards. These indicators relate primarily to paid work and earnings gained from employment:

- » **Gender Pay Gap: 21%**

This shows the gap in gross hourly pay rates between women and men. In Germany, this gap is at 21% (2015).

- » **Gender Lifetime Earnings Gap: 50%**

This shows the gap between the overall earnings over the life courses of men and women. It stands at 50% (2015).

- » **Gender Pension Gap: 53%**

This shows the difference in independent pension benefits. Women receive an average of 53% lower independent pension benefits than men (2015).

- » **Gender Time Gap: 21%**

This shows the difference in time spent for paid work. On average, women perform 8.2 hours less paid work per week than men. This equates to 21% (2015).

- » **Gender Equality Index – GEI:**

The European Institute for Gender Equality (EIGE) regularly calculates this index for all EU member states. The GEI consists of indicators from six core domains: Work, Money, Knowledge, Time, Power and Health. The recent value for Germany is 55.3. The EU average stands at 52.9. At 74.2, Sweden reaches the highest and thus best value.

The Gender Care Gap

Unpaid care work is most often not considered a part of the economy. So far, there has not been a suitable indicator to describe the gap between women and men when it comes to performing unpaid care work.

In its expertise of the Second Gender Equality Report, the Expert Commission therefore introduces the Gender Care Gap.

The Gender Care Gap shows that the objective of equal allocation of unpaid care work irrespective of gender has not yet been achieved. The Expert Commission thus provides recommendations for the attainment of this and of other objectives in its expertise of the Second Gender Equality Report.

The recommendations of the Expert Commission contribute to achieving an earner-carer-arrangement based on partnership.

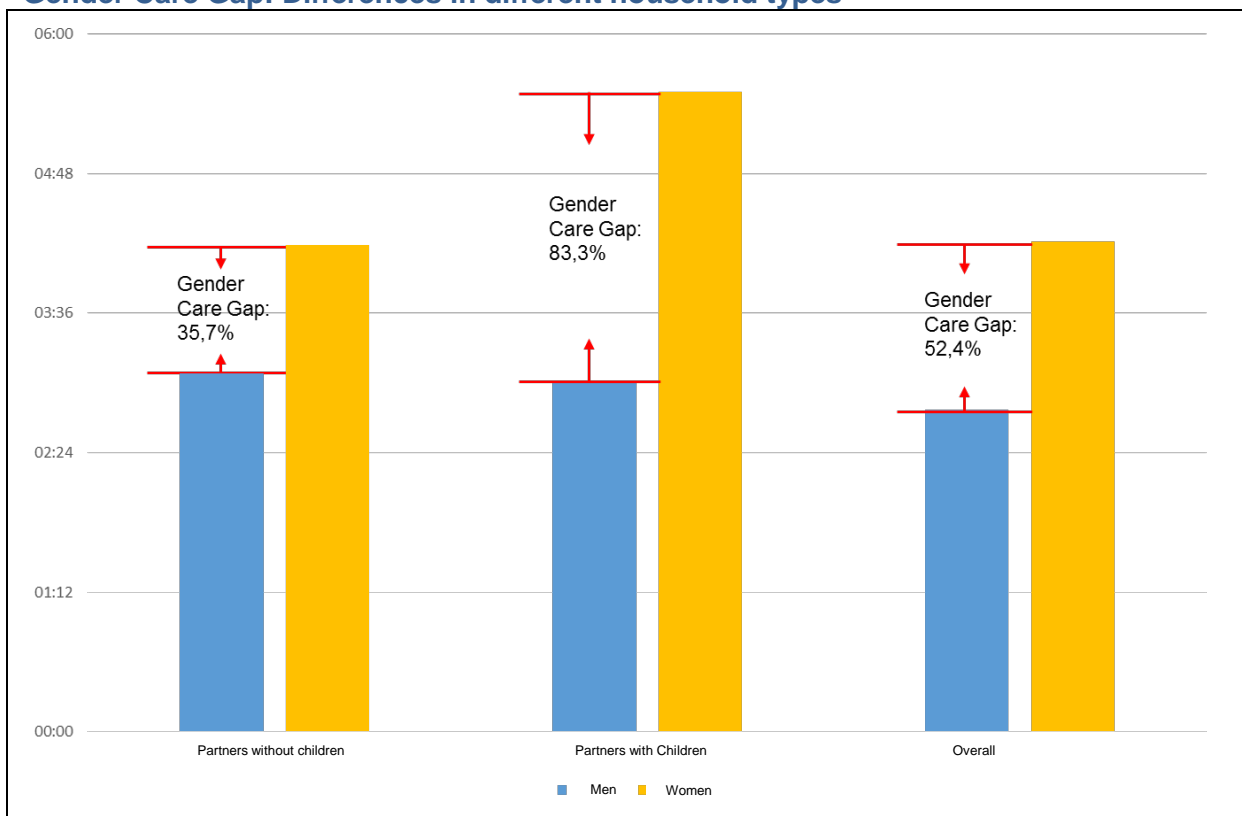
» **Gender Care Gap: 52%**

This is the new indicator for the differences in the daily time expenditure contributed by men and women for unpaid care work

The Gender Care Gap is at 52%. This means that women perform more than 1.5 times as much care work as men every day. This equates to 1.5 hours daily.

The Gender Care Gap can be observed in all household types, although differences exist:

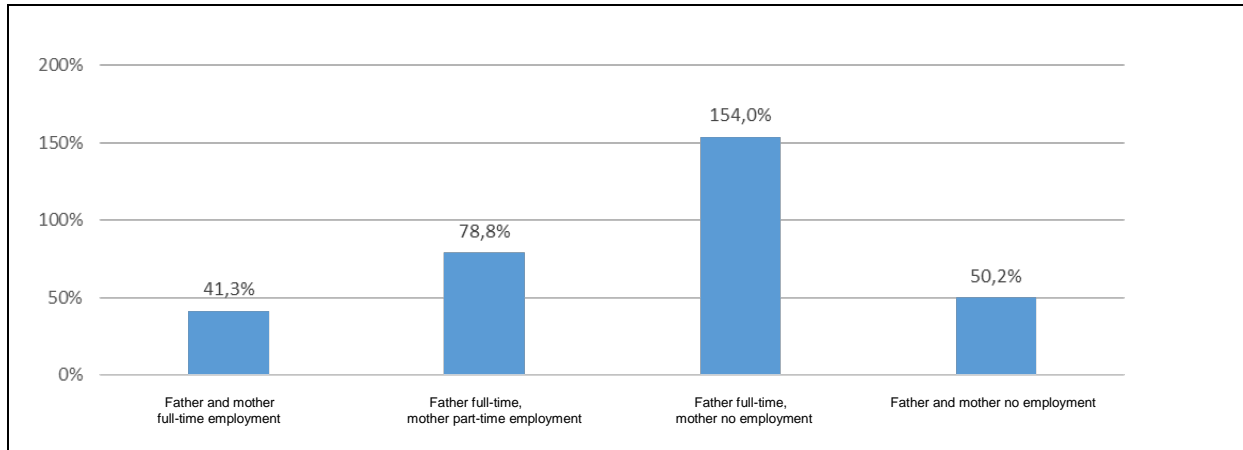
Gender Care Gap: Differences in different household types



Source: Klünder 2017, own graphic

The Gender Care Gap can also be observed in all forms of organisation of paid work for partners with children, although differences exist:

Gender Care Gap: Differences in workloads in partnership households with children



Source: Klünder 2017, own graphic

The Gender Care Gap is determined on the basis of the time expenditure for the following activities: Household activities (including repairs, gardening, animal husbandry), care and assistance for children and adults, voluntary commitments and informal help in other households.

These data are based on the most recent Time Usage Survey by the Federal Statistical Office in 2012/2013.

Further reading:

Expert Commission on the Second Gender Equality Report of the German Federal Government (2017): New ways of restructuring paid work and (unpaid) care work. Expertise of the Second Gender Equality Report of the German Government. Available online at

www.gleichstellungsbericht.de/gutachten2gleichstellungsbericht.pdf

- With regards to this factsheet, see in particular chapters B.II and B.V

Factsheet created by the Agency for the Second Gender Equality Report

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