



# „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)

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**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).

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

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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

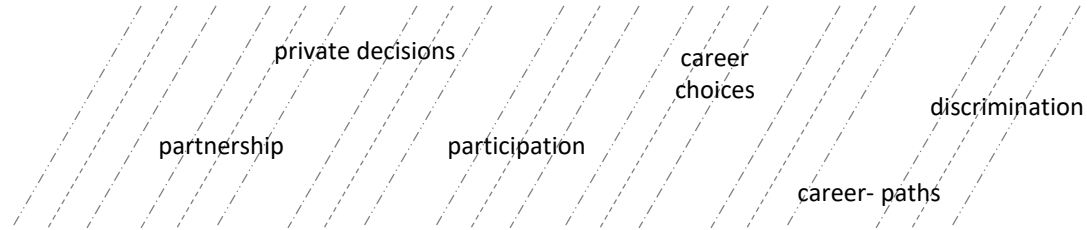
Has not created *new* inequalities for women and men,

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.*