

## | PROJECT GENDER CARE GAP

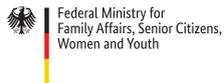
Between 2018 and 2020, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) in cooperation with the Institute for Social Work and Social Education (ISS), carried out the project **Pay Gap, Care Gap, Pension Gap: Interlinking Key Gender Gaps for Germany for monitoring Gender Equality and Taking Action**. The project was funded by the Rights, Equality and Citizenship Programme 2014-2020 of the European Commission's Directorate-General for Justice and Consumers.

The **Gender Care Gap - project** deals with the distribution of gainful work and unpaid care work between women and men, following on from the "Second Gender Equality Report of the German Federal Government".

The primary objective of the project was to support the further development of the policy on unpaid care work. For this purpose, the causes of the Gender Care Gap in Germany were investigated and summarised in the report "What the Gender Care Gap tells us about money, justice and society" (Gärtner, Lange, Stahlmann, 2020).

The formation of the alliance "Sorgearbeit fair teilen" (Balancing unpaid care work) was supported and guided within the framework of the project.

The Gender Care Gap - project is a joined project of:



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## | FOUNDING MEMBERS

- Federal Association of Local-Government Women's and Gender Equality Offices
- Federal Forum Men
- Business and Professional Women Germany
- German Alzheimer Society
- German Civil Service Federation
  - Federal Women's Representation
- National Council of German Women's Organisations
- German Trade Union Confederation
- German Council for Home Economics
- Women Desk of the Evangelical Lutheran Church in Northern Germany
- Association of Single Parent Families
- Catholic Women's Welfare Service
- WE! Foundation for Family Carers
- Forum for Progressive Family Policy

## | BECOME A MEMBER

The alliance welcomes any organisation based in Germany that is committed to the gender-equal distribution of unpaid care work and would like to participate actively in the alliance.

Members can be organisations and associations whose aim is to close the gender care gap and who commit to the statute of the alliance.

## | CONTACT

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BÜNDNIS  
SORGEARBEIT  
FAIR TEILEN

## | THE GENDER CARE GAP

Privately performed care work and housework includes all activities of care, including education, care and support of relatives as well as voluntary work. They are not paid and are therefore grouped under the term “unpaid care work”.

On average, women perform 87 minutes more care work per day than men and spend more than one and a half times as much time. The gap in unpaid care work and housework between men and women, known as the Gender Care Gap, is 52 percent on it. The gap between mothers and fathers in couple households with children is as high as 83 percent.

In order to make the difference on time spent by women and men on unpaid care work visible and to counter this imbalance, the “Second Equality Report of the German Federal Government” introduced the indicator “Gender Care Gap”.

This indicator is closely linked to other gender equality indicators, such as the “Gender Pay Gap” and “The Gender Pension Gap”. It shows that the time women spend on unpaid care work affects their working hours, their career prospects, their pay and in the long term their pension.

The equal distribution of unpaid care work between the sexes would enable women to earn a living wage and improve their career opportunities. Men on the other hand would have more time for their families and the care work and housework involved.

## | THE ALLIANCE

In July 2020, the civil society alliance “Sorgearbeit fair teilen” (Balancing unpaid care work) was founded. Together, the members actively promote the gender-equal distribution of unpaid care work.

The social recognition and appreciation, that care work and housework receive, should correspond to its social and economic significance.

The Alliance is committed to:

- balance care/housework and gainful employment between the sexes
- create equal opportunities for all genders
- reduce structural disadvantages
- break down gender stereotypes
- enhance the view on the social organisation of work and to think of gainful work and unpaid care work as one unit
- close the “Gender Care Gap”.

## | THE OBJECTIVES

The alliance “Sorgearbeit fair teilen” (Balancing unpaid care work) raises awareness in politics, business and society for a balanced distribution of unpaid care work between the sexes and organisation of work (paid and unpaid) in general.

The alliance supports and promotes the social and political discourse.

The alliance provides information on new scientific findings and supports communication and exchange.

The alliance discusses and formulates demands for policy makers.

The alliance seeks dialogue with politicians, business and other civil society actors.

