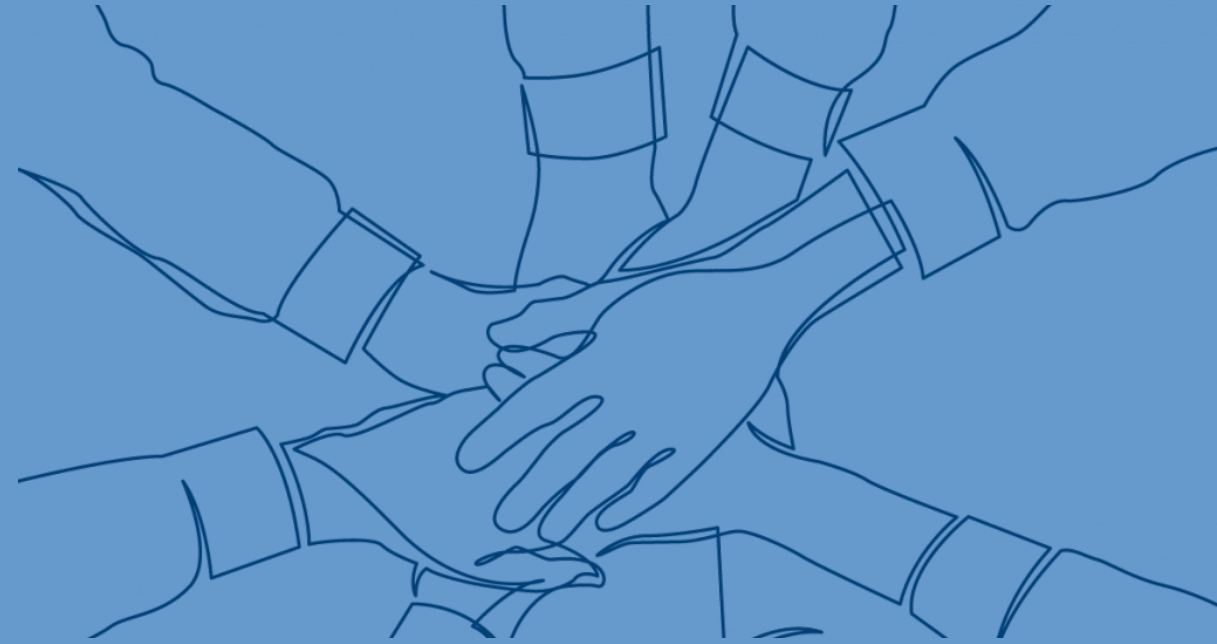


Men In Care

political outlook on current and
upcoming developments -
from (not only) a german perspective



Agenda

01

Who
is talkin'?

02

It's the (care)
economy,
stupid

03

Care.
Who cares
for whom?

04

Caring
Masculinities.
Fostering care
for a better
world?!

Dr. Dag Schölper

Managing Director, Bundesforum Männer e.V.

Federal Forum Men
Interest Association for Boys, Men and Fathers
a non-governmental and
nationwide umbrella organization
for German organizations working with boys,
men and fathers.
Founded in 2010, today the Forum counts 38 member
organizations.

Who is talkin'?

Dag lives and works in Berlin. Born in 1977.
Father of two children.

Member of the advisory board for the work-life-balance of
carers (Beirat für die Vereinbarkeit von Pflege und Beruf).
We report regularly, every four years, to the federal
government and make recommendations to improve the
work-life balance of carers.

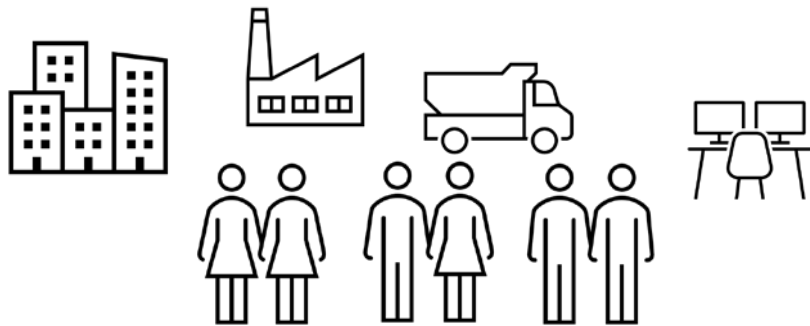


It's the
(care)
economy,
stupid

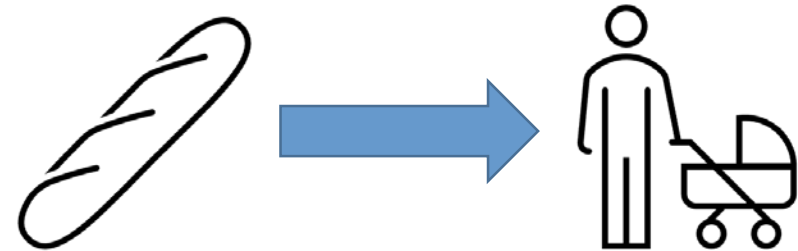


Emerging Perspectives

Adult Worker Model

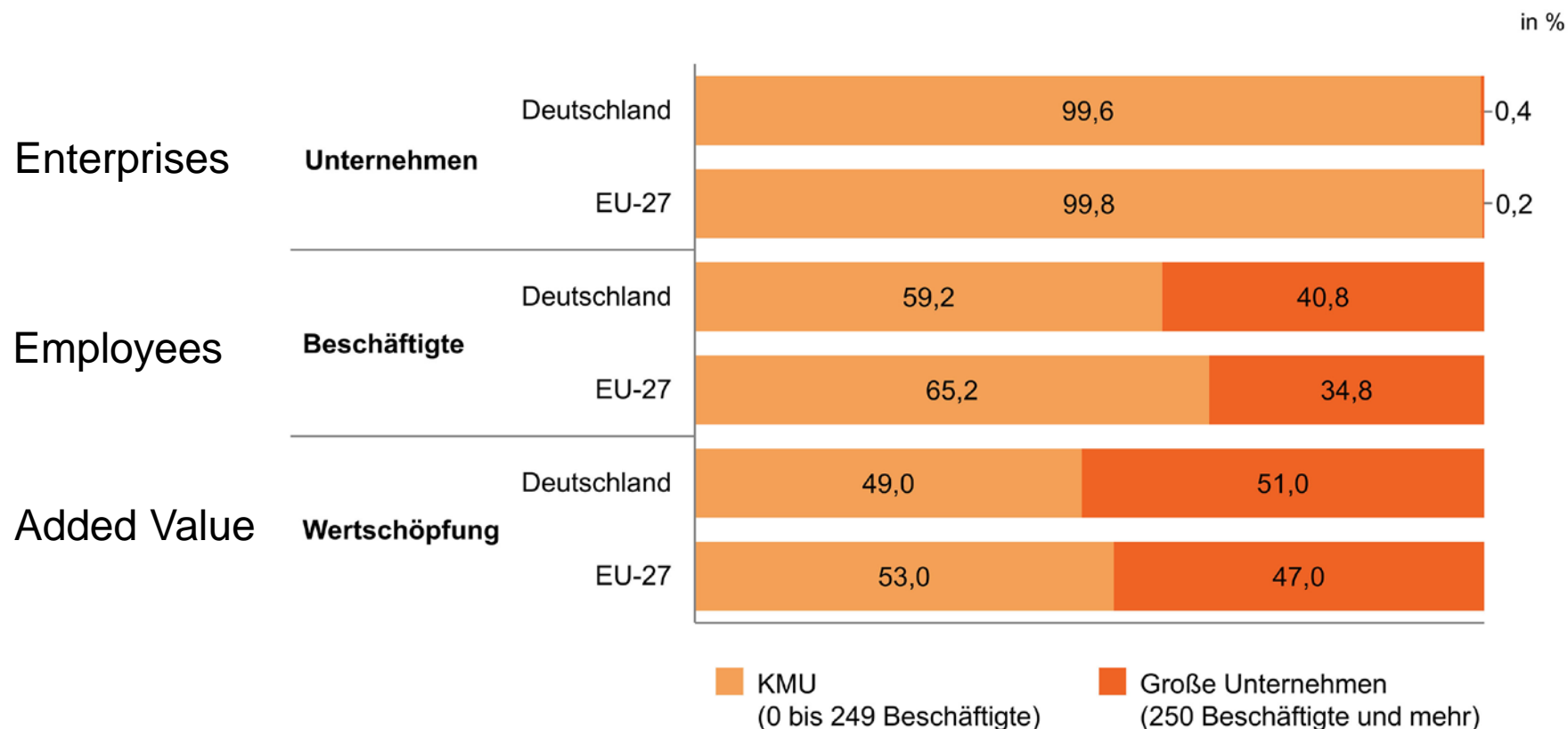


Universal Care Giver Model



smallest, small and medium-sized enterprises (SMEs)

Kennzahlenvergleich zwischen Deutschland und der Europäischen Union – Schätzung für 2020



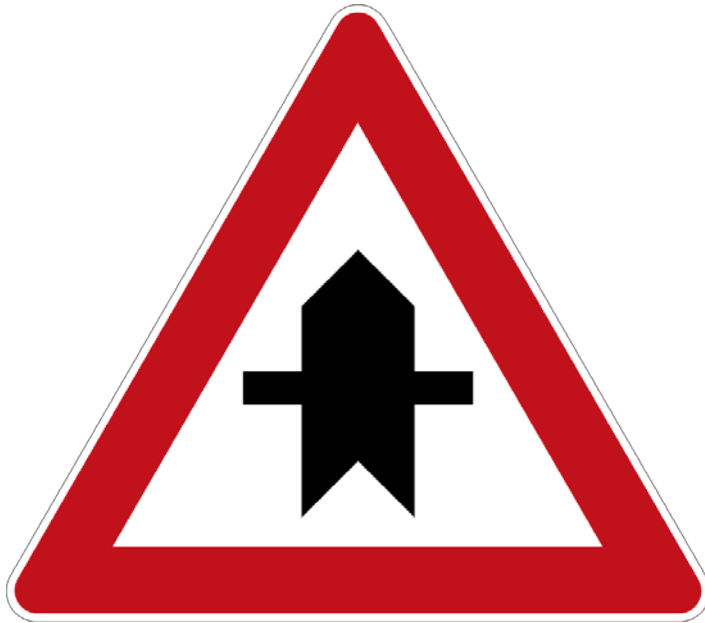
Wirtschaftsbereich: Gewerblicher nicht-finanzieller Sektor (Wirtschaftszweige B bis J und L bis N nach NACE Rev.2).
Schätzung von DIW Econ auf Basis der Daten der Jahre 2008 bis 2018.

Quelle: Eurostat: SME Performance Review 2020/2021 (DIW Econ); Berechnungen des IfM Bonn.

© IfM Bonn S49-1-20

Source: <https://www.ifm-bonn.org/statistiken/mittelstand-im-einzelnen/kmu-im-eu-vergleich#1138>

(no) Substitute for Carers and the lack of qualified professionals

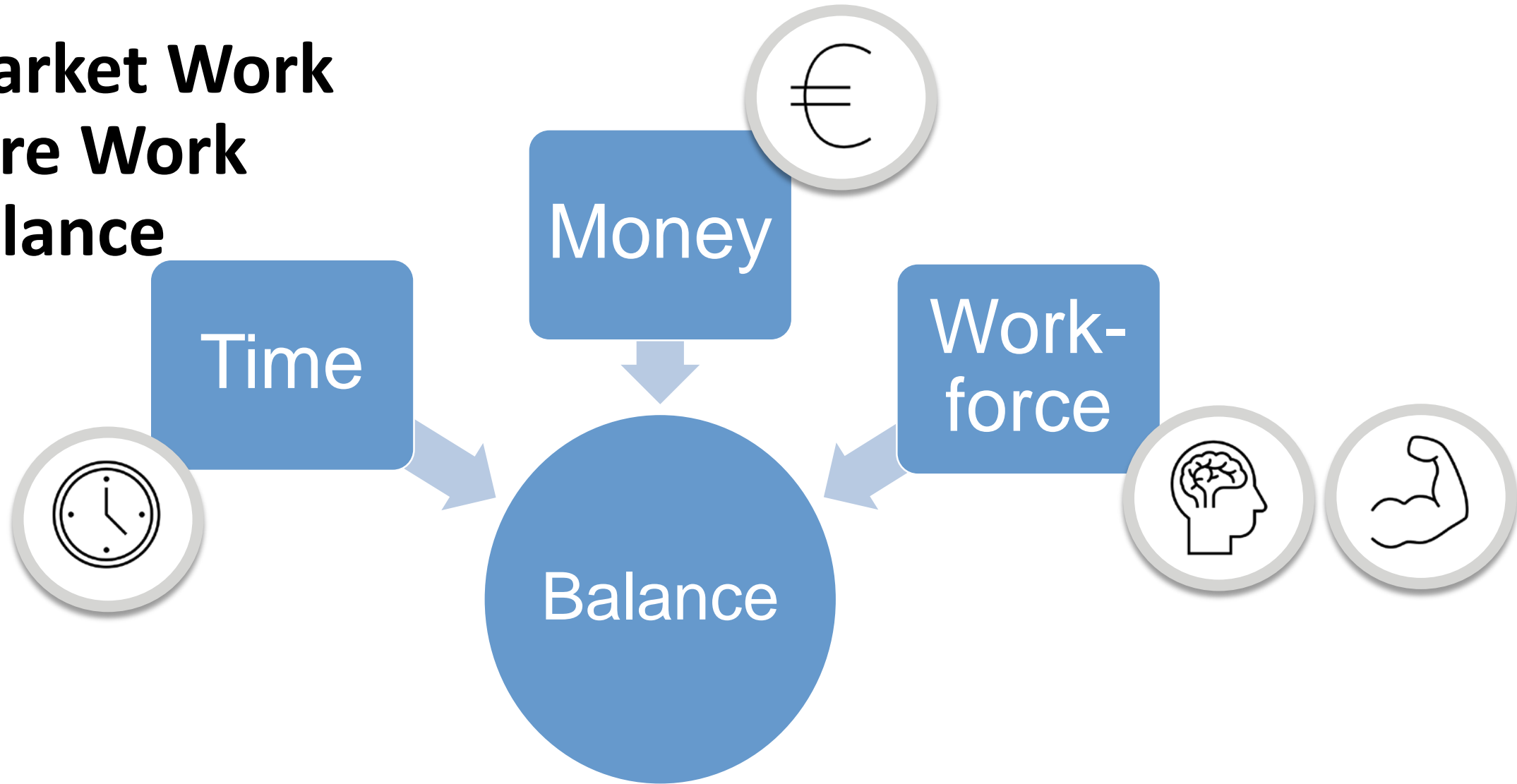


Full time → 0



Full time → Part time

Market Work Care Work Balance



Care.
Who
cares for
whom?



Housework and direct Care Activities in EU

Source: EIGE: Gender inequalities in care and consequences for the labour market, Vilnius 2021

Women
(Couples with Children)

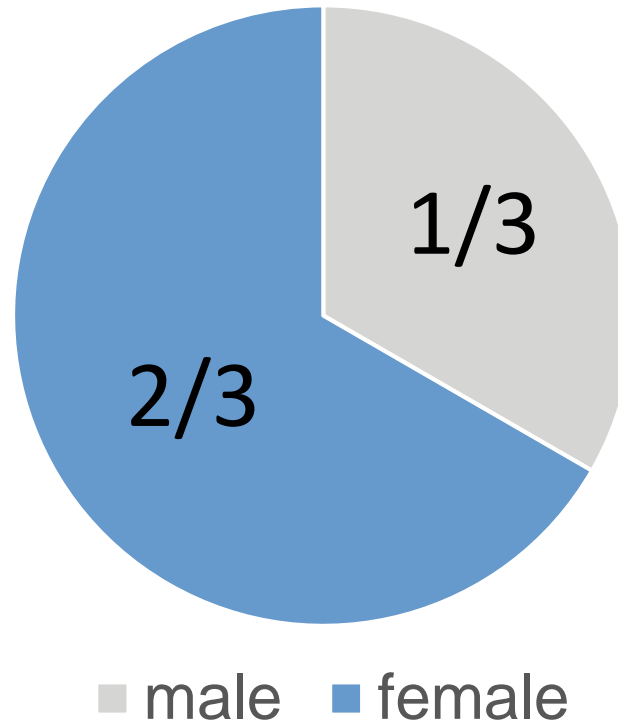


Women
(Couples with Children)



Primary Carers for Partners/Relatives in Germany

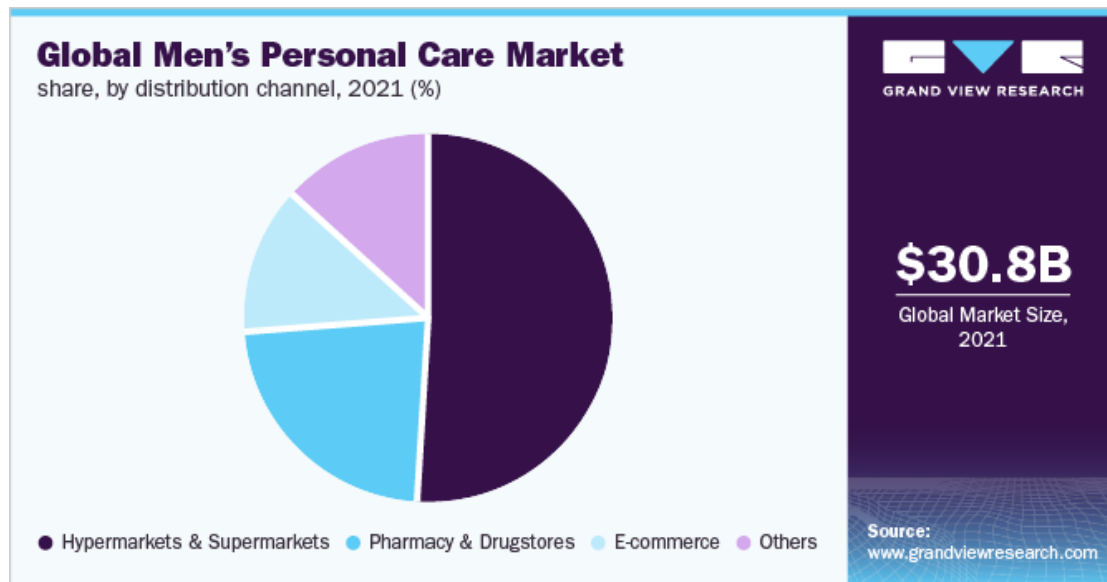
Carers for Elderly & Ill



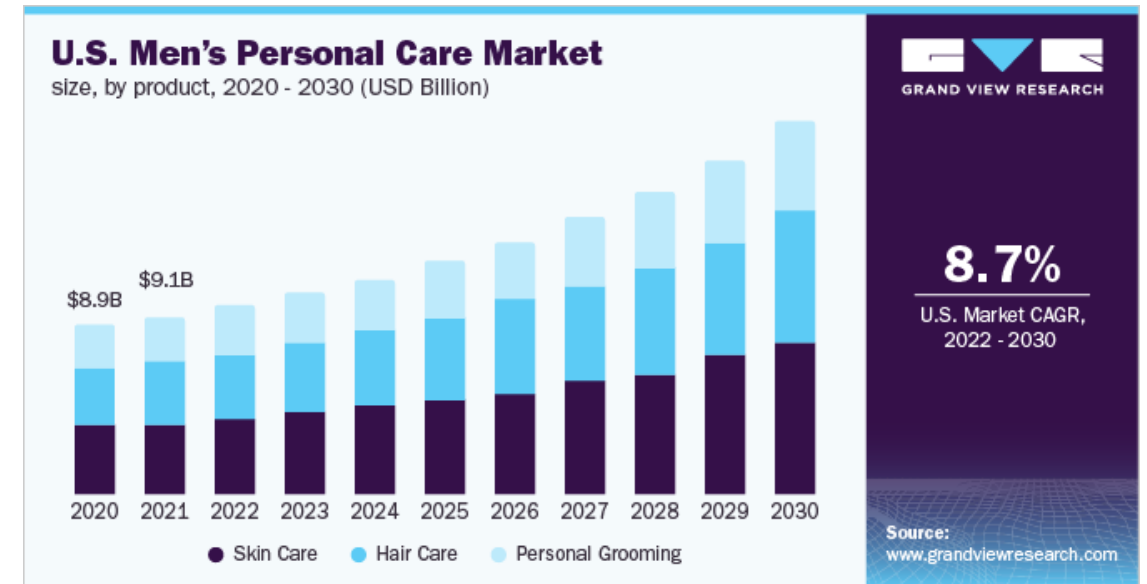
Self Care - Economical driving forces

Source: <https://www.grandviewresearch.com/industry-analysis/mens-personal-care-market>

Market size value in 2022
USD 32.9 billion



Revenue forecast in 2030
USD 67.2 billion



Caring Masculinities

Fostering care for
a better world?!



POLITICAL RECOMMENDATIONS

EU Directives and national laws – strong und continual lobbying from civil society organizations

- 3 + 7 - social partners requirements:
- shorter work week (30-35 hours)
- Gender equality plans in companies, enforced by collective agreements

Needs: strength from trade unions; high degree of organization among employees in trade unions.

EU-wide awareness raising campaign

Care is not an individual task but a task for society as a whole.

BRINGING MEN INTO CARE

1 All existing leaves must be of equal length for women and men, non-transferable, and fully paid. EU Directives and national laws should assure gender equality in entitlements



2 A universal access to high quality, public-funded and full-day education and care (ECEC) services for the ages 0 to 3 should be provided to prevent a care gap between leaves and care services



3 A shorter fully paid work week (30-35 hours) for all workers, men and women, will reduce gender gaps in paid work

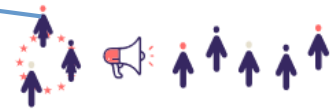


4 The universal provision of long-term and care services for elderly and people with disabilities is needed to guarantee work-life balance of carers



5 The EU Work-Life Balance Directive and its gender impacts should be regularly monitored and evaluated

6 An EU-wide awareness raising campaign encouraging men to use work-life balance measures is recommended



7 Gender equality plans in companies can be enforced by their introduction into collective agreements



Infrastructure: universal access to care services for children under 3.
- very expensive requirement - sustained lobbying

Welfare structure: The universal provision of long-term and care services. - very expensive requirement. Needs: strong political will

Monitoring is important. But before that: Reliable national implementation

HELP!

The Beatles

...When I was younger, so much younger than today
I never needed anybody's help in any way
but now these days are gone
I'm not so self assured
now I find I've changed my mind
And opened up the doors
Help me if you can, I'm feeling down
And I do appreciate you being 'round
Help me get my feet back on the ground
Won't you please, please help me, help me, help me,
ooh





THANK YOU

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CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

Berlin, 19 May 2022

#menincare

