

Do Organisations want Men to Care?

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- „New is the explicit naming of men ... in relation to gender equality ...” (Hearn 2006)
- Typical allocations of care work to women* have become 'fragile' (Heilmann, Scholz, 2017; Meuser 2016)
- Changing economies – discontinuity, insecurity (Holter et al., 2004)
- Men’s increased activity in some areas of paid and unpaid care work, care-gap remains (Scambor et al. 2014, 2019; EIGE data)



Caring Masculinities

Gärtner, Scambor, Warat (ed.), 2021

Scambor, Holter, Theunert 2015

Scambor, Wojnicka, Bergmann (ed.), 2013

based on Fraser, 1996 and Elliott, 2016



- Gender segregation on the labour market (Gender Equality Index, 2020)
- Gender pay gap, gender care gap, gender pension gap, (EIGE, data; Franken, 2020, Grönlund & Öun, 2020)
- Capitalist systems linked with male dominance (Connell, 1995)
- Asymmetrical division of work (Acker, 1991)
- Barriers for parent at work based on traditional gender role expectations (male breadwinner - female carer) (Bergmann et al., 2021)



3-PHASES MODEL OF GENDER EQUALITY



WCG Work Changes Gender - Holter, Riesenfeld, Scambor, 2005
MiC Men in Care - Gärtner, Scambor, Warat, 2022



ORGANIZATIONS „ON THE WAY” - BEYOND THE FIRST PHASE

BAR FOR ADVANCED PHASE IS HIGH

- MEASURES STILL VERY SKETCHY
- NOT SYSTEMIC
- COMPLETELY FOCUSED ON FATHERHOOD

COVID SHOWED HOW FAST COMPANIES CAN CHANGE IF THEY HAVE TO 😊

