

<https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/gender-care-gap/indikator-fuer-die-gleichstellung/gender-care-gap---ein-indikator-fuer-die-gleichstellung/137294>:

- On average, women spend 52.4 percent more time per day on unpaid care work than men. This difference is called the "gender care gap".
- Women do more unpaid care work than men
- Economic disadvantages as a consequence
- Gender Care Gap varies according to age and life situation
- Direct and supportive care work: Direct care work involves other people and means, for example, childcare and the support and care of adult household members. Supportive care work includes all household activities, voluntary work and support for other households. Women engage in direct care work more than twice as much as men - the gender care gap here is 108.3 per cent. For supportive care work, the value is 47.4 percent.

<https://www.equalpayday.de/startseite/>:

- The motto for the Equal Pay Day campaign 2020 is: "Negotiate at eye level - WE ARE READY".
- The pay gap between women and men is 21 per cent. With this result, Germany still occupies one of the lowest positions in a European comparison.
- The gender pay gap (GPG) describes the gender-specific wage gap: the percentage difference in the average gross hourly earnings of men and women. The gross hourly wages of women calculated by the Federal Statistical Office amounted to 17.09 euros in 2018, while men came to 21.60 euros. This puts the wage gap in Germany at 21 per cent.
- Equal Pay Day symbolically marks the gender pay gap. Converted, this results in 77 days that women will work for free in 2020 and the date of the next Equal Pay Day on 17 March 2020.

[https://www.rnz.de/wirtschaft/wirtschaft-regional\\_artikel,-weltfrauentag-gleiche-rechte-was-sich-endlich-aendern-muss- arid,502974.html](https://www.rnz.de/wirtschaft/wirtschaft-regional_artikel,-weltfrauentag-gleiche-rechte-was-sich-endlich-aendern-muss- arid,502974.html):

- Women who work earn significantly less. 21 percent on average in Germany. This is partly because professions that are considered classically female are paid less than "male" ones. The perverse logic behind this: Since it is in a woman's genes to nurture and raise children anyway, she must be paid less than the engineer who builds bridges. The value she brings to society is not priced in.
- It is true that almost 30 per cent of the supervisory boards of Germany's 200 largest companies are now made up of women - but only because the legislature forces the companies to do so with a quota. The situation is different on the boards of directors, where there is no quota.
- Social structures and role clichés that have grown over centuries are problematic - and remain extremely stubborn.
- An unbelievable 20 per cent of Germans still believe that men are simply better suited for certain things - such as leadership tasks. Almost as many consider fathers who stay at home and take care of their children to be "less manly". According to a study by DIW Berlin, many

men and women consider it fair if women get less for the same work. The ZEW in Mannheim recently found: If a woman earns more than her partner, many respondents adjust the information about her income downwards - "in order to comply with the male breadwinner norm", as the researchers put it. Men can't stand it when a woman has a higher salary.

- Many women today have little choice but to lower their career goals when they have children. Despite all the changes and concessions - our working world is still far too oriented towards the single-parent model. Work intensification, overtime, constant availability, no free time management, lack of opportunities to work from home - all this does not really fit in with a regulated family life. The fact that someone has an important function and still picks up the child from kindergarten in the afternoon - still unthinkable for many. The same goes for leadership in a team.

<https://www.merkur.de/leben/karriere/gender-gap-frauen-wesentlich-mehr-verdienen-koennten-zr-13583101.html>:

- When it comes to childcare, there is still a clear trend among German couples. One stays at home with the children, the other earns the money. Statistically speaking, the person who looks after the children earns less than his or her partner over the course of a lifetime. In most cases, this is the woman.

- Gender Pay Gap: From the age of 30, the differences increase: This leads to a widening of the gap between salaries over the years. While it is still nine percent for those under 30, it rises to 28 percent for those over 49.

- On average, women become pregnant for the first time at the age of 30. Many then work only part-time or take parental leave \*. They often earn significantly less, sometimes even nothing at all.

- "The very unequally distributed care work \* - meaning in particular the care of children - contributes to the fact that the hourly wages of women do not increase any further from the age of 30. Men, on the other hand, can see a significant increase in their salary up to the age of 50," explains study author Aline Zucco.

- Because even if women don't hang up their job in the meantime, they earn on average about six percent less than men in the course of their career.

- Gender Pay Gap: Women expect fewer salary increases: especially young female academics indicate that they expect lower salary increases in the course of their career than male employees.

<https://www.automobilwoche.de/article/20200311/AGENTURMELDUNGEN/303069955/karriere-chancen-sind-gestiegen-aber-frauen-beim-verdienst-weiter-im-nachteil>:

- Women earn very differently depending on where they live in Germany, but significantly less than men. For example, the median income of 2070 euros gross per month for women working full-time is the lowest in Germany in the Saale-Orla district in Thuringia. For men, the district of Görlitz brings up the rear. However, they still receive an average of 2273 euros. This is the result of the answer of the Federal Government to a question of the Left Party in the Bundestag on the

occasion of the International Women's Day this Sunday, which is available to the Deutsche Presse-Agentur.

- Yet more and more women are in the workforce. In 2018, three out of four women (76 per cent) between the ages of 20 and 64 were employed, according to the Federal Statistical Office. Ten years earlier, the proportion was 68 per cent. This means that Germany has the third highest employment rate of women in the European Union after Sweden (80 per cent) and Lithuania (77 per cent).

- 3014 euros on average

- For example, according to the government's answer to the Left, in the Saale-Orla district, every second full-time employee (54.9 per cent) works for a low wage - in the Görlitz district, 45.2 per cent of men work below the national low-wage threshold of 2203 euros per month.

- Across Germany, full-time women earn an average of 3014 euros per month - men 3468 euros. 26.5 per cent of women are below the low-wage threshold - among men: 15.8 per cent.

- Among women, the Erzgebirgskreis in Saxony ranks second to last with a monthly wage of 2106 euros - followed by the Kreis Cloppenburg in Lower Saxony with 2139 euros.

- The proportion of women in the German IT sector is quite low at around 17 per cent. In the USA, Canada, Australia, Bulgaria, Lithuania, Romania and the Scandinavian countries, the percentage is in some cases well over 20 per cent, according to a study by the Institute for Innovation and Technology and the Internet industry association eco, which was made available to dpa.

<https://www.nordbayern.de/politik/frauen-arbeiten-oft-in-schlechter-bezahlten-berufen-1.9914582>:

- Yet more and more women are in the workforce. According to the Federal Statistical Office, 76 percent of women between the ages of 20 and 64 were employed in 2018.

- Most women take up marginal part-time work after having their first child.

<https://www.mdr.de/nachrichten/wirtschaft/inland/frauen-erwerbstaetig-quote-100.html>:

- particularly many women work part-time (47 per cent). Germany also ranks third in this ratio in an EU comparison. Every eleventh man (9 per cent) was employed part-time. Compared to ten years ago, the rate increased slightly for both sexes by 1.4 percentage points (women) and 0.9 percentage points (men). The EU-wide leader in part-time work is the Netherlands. There, just under three quarters of women (74 per cent) and just under a quarter of men (23 per cent) worked part-time in 2018.