

Gender inequalities in care and consequences on the labour market



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Policy & advocacy session on gender inequalities in care and pay in the EU, COFACE, March 9th 2021

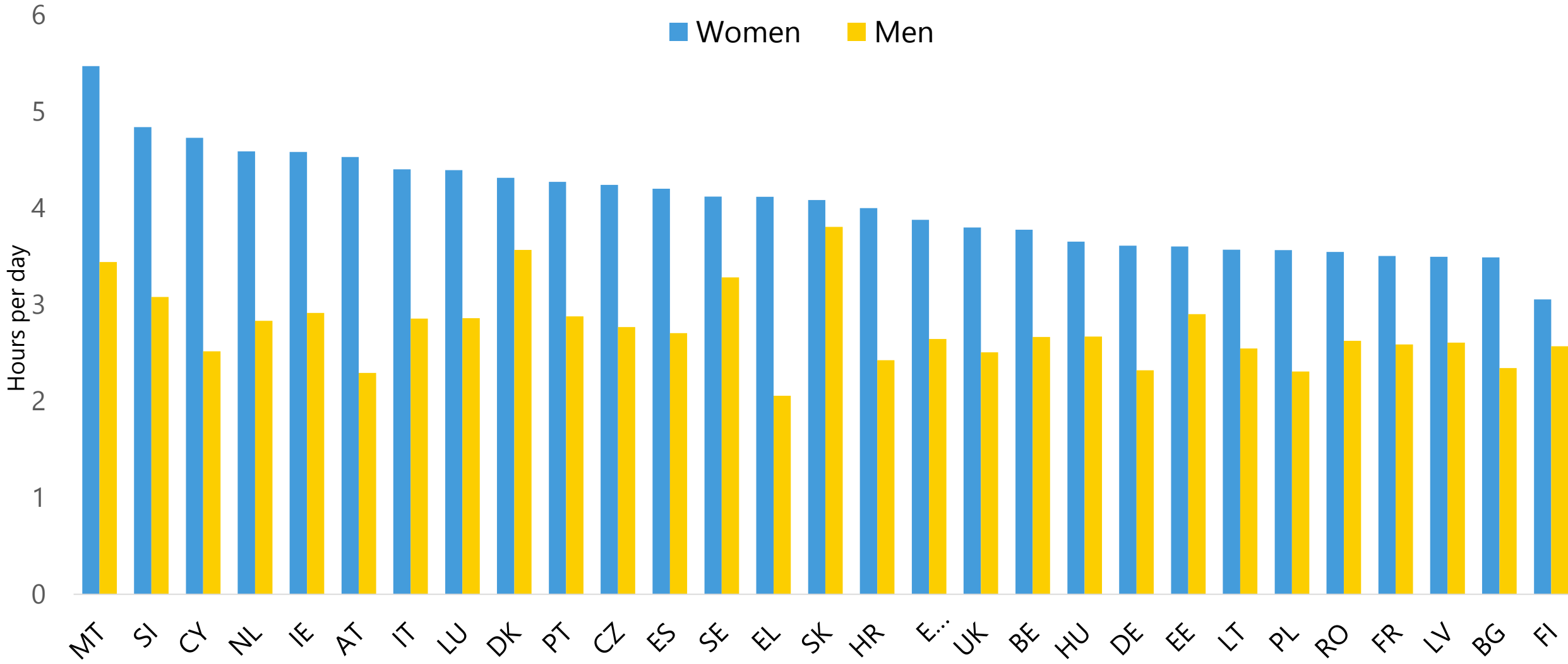
Unpaid care: expected from women with wide consequences

Inequalities in unpaid care originate in the household



- One family in three shares unpaid care equally;
- Employed women spend **90 minutes more per day than men** on unpaid care (3.9h compared to 2.6 hours)
- Burden of unpaid care varies according to
 - Family composition;
 - Job characteristics;
 - Gender equality values;
 - Breadwinning model.

Time spent daily on unpaid care work by employed women and men



Source: EIGE calculations based on EWCS 2015.
 Low data reliability for men in EL, CY, PL, SK.

Unpaid care: expected from women with wide consequences

Gender inequalities in unpaid care have far-reaching effects



- Care keeps 7.7 million women out of the labour market and 450,000 men;
- On women's employment:
 - sector,
 - part-time status,
 - underrepresentation in big firms and managerial roles.



Unpaid care and earnings interact in multiple and complex ways

- Characteristics of women's employment produced by unpaid care determine a notable part of the gender pay gap.

EIGE's multivariate regression analysis shows

- Having young children positively associated with men's income;
- Use of childcare services positively associated with men's and women's income, with higher difference for women;
- Higher use of childcare services associated with greater equality in pay.

Unmet needs for care wide and rising with ageing population

- Raising care needs and increased demand for services;
- 14% of EU households report unmet needs for childcare services, for half of them, affordability is the reason;
- 6.3 million people work in the LTC sector;
- 41 million people provide frequent informal LTC;
- 62 % of people providing informal LTC are women;
- Lockdown measures aggravated the strain on families relying on external care services.



Care sector is highly feminised and highly undervalued

Low pay and difficult working conditions:

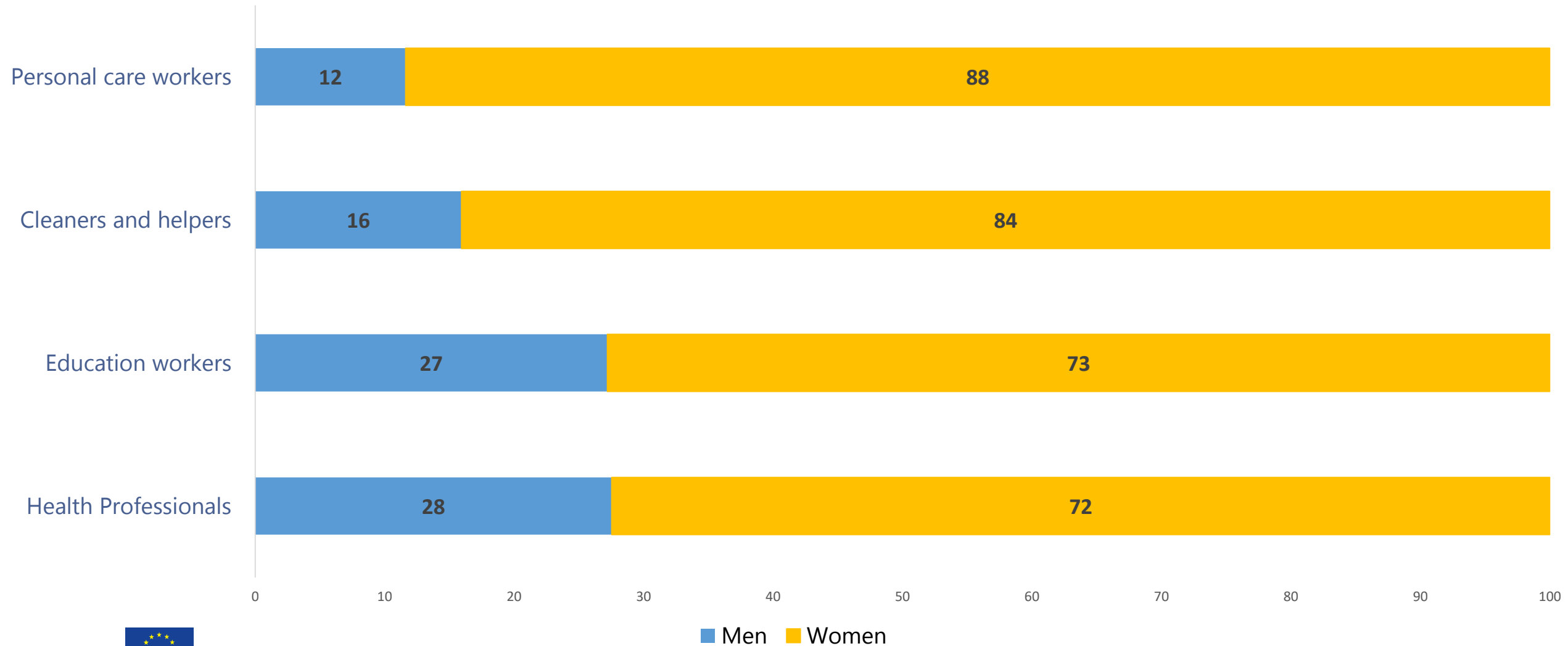
- Cut back in public spending;
- Low wages;
- Limited training and career advancement;
- Part-time work;
- Temporary contracts;
- Atypical work hours;
- Occupational health issues.

Heightened vulnerability in times of pandemic:

- Care and healthcare workers disproportionately affected by the virus;
- Essential role of care and low societal value given to it;
- Residential care residents paid a very high toll;
- Greater investments and salary increases announced.



Women and men working in caring professions, EU 28, 2018, %



■ Men ■ Women

Address the unequal distribution of unpaid care: Two-pronged approach needed

Equal sharing patterns at the family level

- Ensure full transposition of the Work-Life Balance Directive.
- Develop a **European strategy on social care and social protection** to guide the implementation of the *European Pillar of Social Rights* and complement the WLB Directive.

Accessible quality external services

- Increase availability, affordability and quality of care services for housework, children, older people and people with disabilities.
- Improve, regulate and monitor working conditions in the care sector.

Policy recommendations

Combat both horizontal and vertical gender segregation.

Strengthen the legislative framework to ensure greater transparency in pay.

Prioritise investment in care and social infrastructure.

Invest in studies and analysis of the paid care sector, especially data collection and harmonisation.

EIGE's Factsheet in several languages

<https://eige.europa.eu/publications/gender-inequalities-care-and-pay-eu>

EIGE's Report

<https://eige.europa.eu/publications/gender-inequalities-care-and-pay-eu>



EIGE COVID-19 Webpage:
[Covid-19 and gender equality \(europa.eu\)](https://eige.europa.eu/publications/gender-inequalities-care-and-pay-eu)

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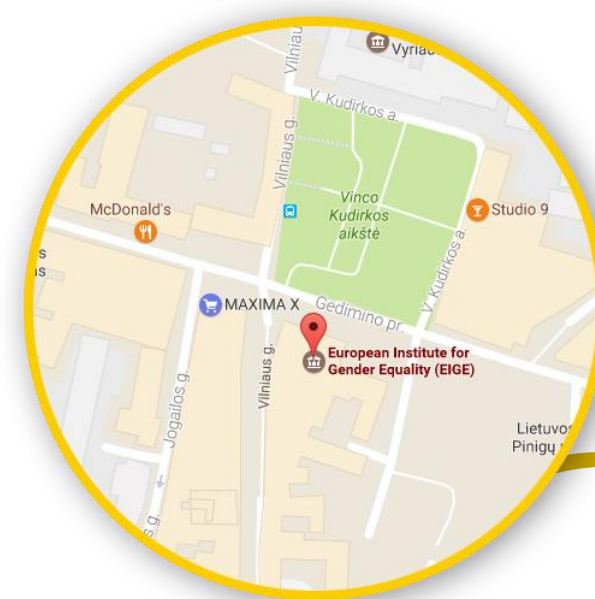


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