Living, working and COVID-19: Impact on gender equality

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Living, working and COVID-19 survey

40-day turnaround for publication of First findings

Round 1: April 9-30, First findings 7 May 2020
★ Round 3: Launched 15 February - 29 March 2021

Tell us how COVID-19 is impacting your life in 15 min survey http://eurofound.link/survey013

Results highlight EU challenges and issues for future focus: Gender equality, Teleworking, R2D, H&S, working time…
How COVID-19 hit EU labour markets: Impact on women

- Job loss
- Fall in working hours
- Sectors and occupations
  - Frontline staff
- Telework
- Income/pay
  - Minimum wage
  - Financial security
- Mental well-being
- Work-life balance

COVID-19 has exacerbated inequalities between men and women and threatens to reverse past progress.
Female-dominated sectors and occupations in the EU27
by proportion of women and men employed

Notes: 20–64 age group. Sectors defined according to NACE Rev. 2 (two-digit level) and occupations defined according to ISCO-08 (three-digit level). 2019 data for sectors and 2018 data for occupations.
Source: Eurostat (lfsa_ean22d) and EU-LFS microdata

Source: Eurofound (2020), Women and labour market equality: Has COVID-19 rolled back recent gains?
COVID-19 job losses affecting women disproportionately

Source: EU-LFS, Structure of Earnings Survey, Eurofound calculations
### Labour market impact by gender and age

Change in employment, weekly working hours and share % not working, by age and sex, EU27, 2019Q2-2020Q2

<table>
<thead>
<tr>
<th>AGE+SEX</th>
<th>Employment</th>
<th>Weekly hours worked</th>
<th>Employed but did not work</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unit %</td>
<td>Hours %</td>
<td>Percentage points</td>
</tr>
<tr>
<td>Male 15-24</td>
<td>-7.1</td>
<td>-0.1</td>
<td>11.1</td>
</tr>
<tr>
<td>Female 15-24</td>
<td>-8.0</td>
<td>0.1</td>
<td>11.9</td>
</tr>
<tr>
<td>Male 25-54</td>
<td>-2.6</td>
<td>-1.3</td>
<td>9.0</td>
</tr>
<tr>
<td>Female 25-54</td>
<td>-2.7</td>
<td>-0.7</td>
<td>10.3</td>
</tr>
<tr>
<td>Male 55-64</td>
<td>0.9</td>
<td>-1.3</td>
<td>8.5</td>
</tr>
<tr>
<td>Female 55-64</td>
<td>0.8</td>
<td>-0.6</td>
<td>9.6</td>
</tr>
<tr>
<td>Male 65+</td>
<td>-1.7</td>
<td>-1.4</td>
<td>7.8</td>
</tr>
<tr>
<td>Female 65+</td>
<td>-4.7</td>
<td>-0.9</td>
<td>9.3</td>
</tr>
<tr>
<td>EU27</td>
<td>-2.4</td>
<td>-0.9</td>
<td>9.6</td>
</tr>
</tbody>
</table>

Source: EU-LFS - Eurofound (2021), COVID-19: Implications for employment and working life
Frontline workers: Healthcare jobs fare poorly on job quality

• 75% of those employed in human health activities sector are women (LFS)

• Occupations related to health and care (female-dominated occupations) fare relatively poorly on job quality
  – Posture-related risks
  – Biochemical risks
  – Work intensity (working to tight deadlines or at high speed)
  – Long working hours
  – Atypical hours
Emergence of a new ‘telework generation’: Who benefits?

Telework rates during COVID-19
Women: 39%
Men: 35%

Source: Eurofound (2020), Living, working and COVID-19, COVID-19 series
More women in low-paid jobs

- Women are **overrepresented** among the low paid and **minimum wage earners** in nearly all EU Member States.

Publication: Minimum wages in 2020: Annual review


Note: Aggregated at EU level. Does not include Italy, Slovakia or the UK due to unavailability of data. 
Source: Eurofound calculations based on the EU-SILC 2018.
Financial fragility higher among women during COVID-19

If your household would not receive any income, how long would your household be able to maintain the same standard of living using savings?
June/July respondents, EU27

Source: Eurofound (2020), Living, working and COVID-19, COVID-19 series
Financial (in)security higher among women

<table>
<thead>
<tr>
<th></th>
<th>With children</th>
<th>No children</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No children</td>
<td>42</td>
<td>15</td>
</tr>
<tr>
<td>Men</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No children</td>
<td>32</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td>No children</td>
<td>37</td>
<td>6</td>
</tr>
</tbody>
</table>

- **No savings**: Green
- **Savings for 12 or more months**: Blue

Women’s mental well-being at risk during COVID-19

• Women less optimistic about their future during pandemic
  – This gap widened further between April and July 2020.

Proportion of respondents exhibiting low resilience, EU27 (%)

Source: Eurofound (2020), Living, working and COVID-19, COVID-19 series
Work-life balance: Worse for women in COVID-19 because of...

Source: Eurofound (2020), Living, working and COVID-19, COVID-19 series
Conclusion

- **COVID-19** exacerbating inequalities between men and women and threatens to reverse previously made progress

- Risk of **lasting consequences** from fall in **female labour market participation** – unsustainable work-life conflicts, or continuously unequal sharing of unpaid work – may worsen unless **action taken to address persistent gender pay gap**

- Critical elements **to ensure greater gender equality** in the labour market are:
  - Flexibility in working time
  - Availability of high-quality and affordable childcare
  - More equal sharing of caring responsibilities
  - Pay transparency: taking account of variable forms of pay