



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

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

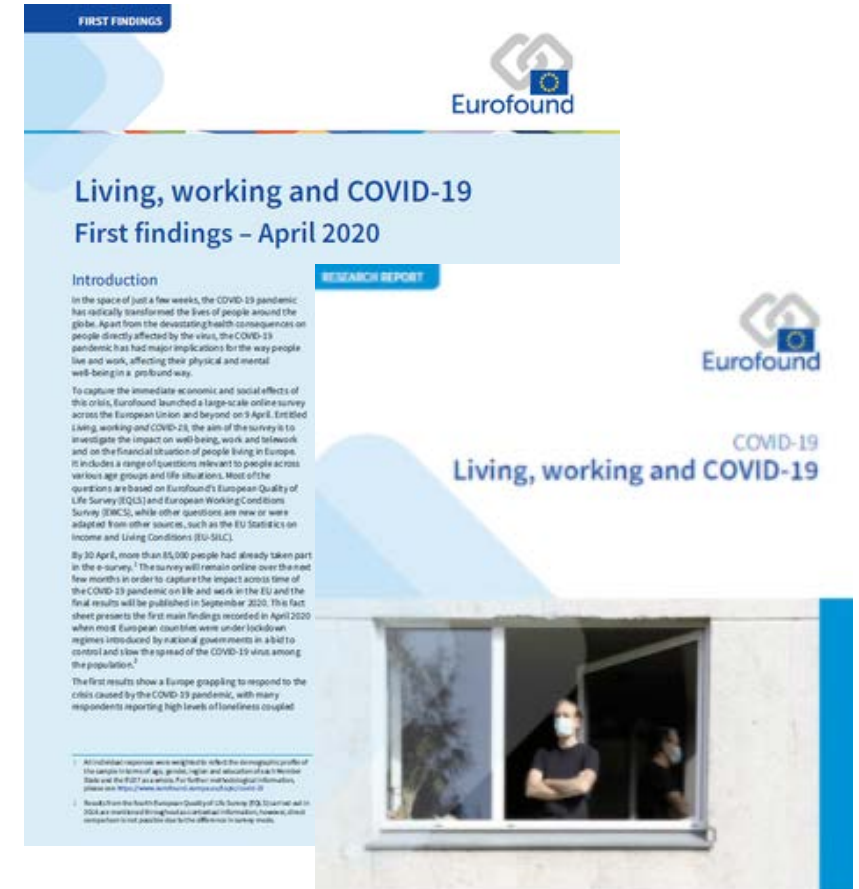
Round 1: April 9-30, First findings 7 May 2020

Round 2: 22 June-27 July, Report 28 September 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

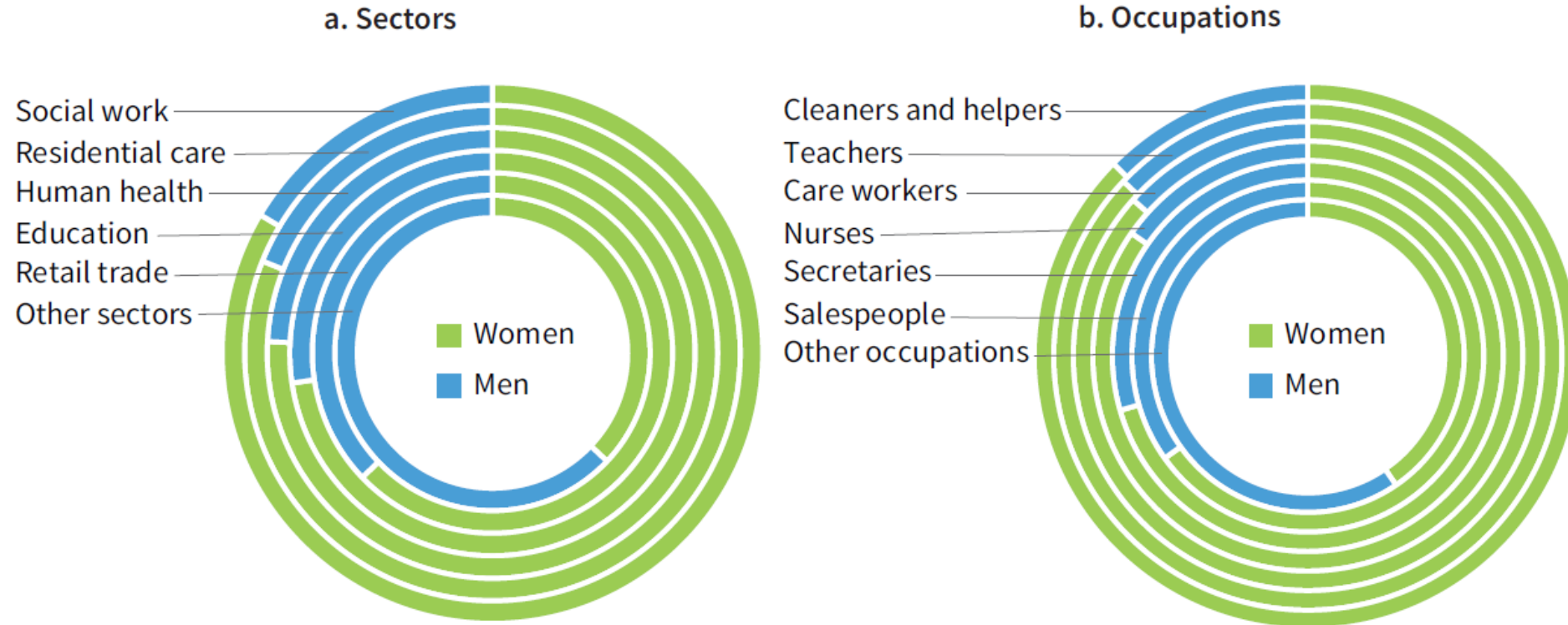
- **Job loss**
- **Fall in working hours**
- **Sectors and occupations**
 - Frontline staff
- **Telework**
- **Income/pay**
 - Minimum wage
 - Financial security
- **Mental well-being**
- **Work-life balance**

COVID-19 has exacerbated inequalities between men and women and threatens to reverse past progress



Female-dominated sectors and occupations in the EU27

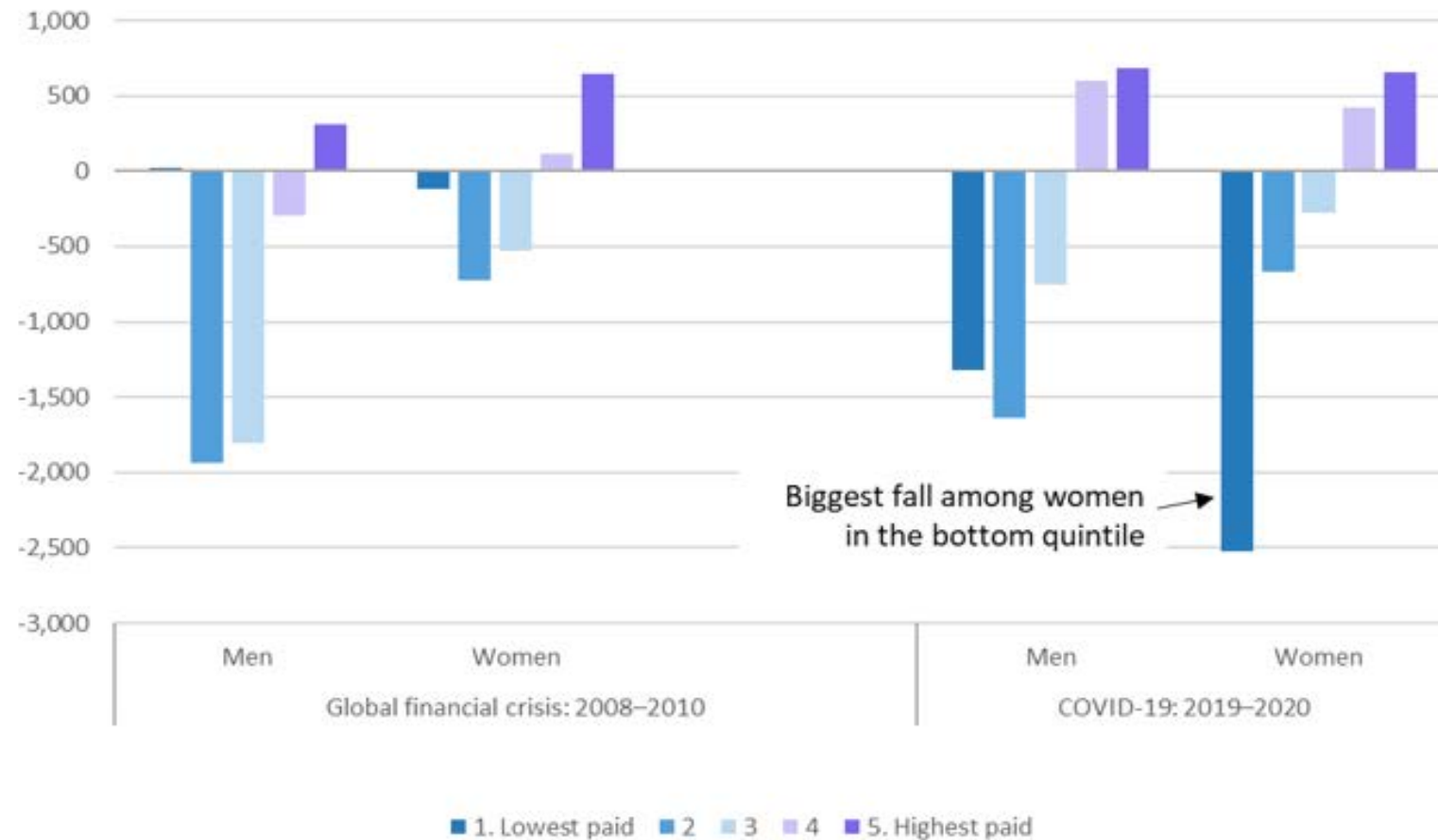
by proportion of women and men employed



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

COVID-19 job losses affecting women disproportionately



Labour market impact by gender and age

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

	Change (2019Q2-2020Q2)		
AGE+SEX	Employment	Weekly hours worked	Employed but did not work
Unit	%	Hours	Percentage points
Male 15-24	-7.1	-0.1	11.1
Female 15-24	-8.0	0.1	11.9
Male 25-54	-2.6	-1.3	9.0
Female 25-54	-2.7	-0.7	10.3
Male 55-64	0.9	-1.3	8.5
Female 55-64	0.8	-0.6	9.6
Male 65+	-1.7	-1.4	7.8
Female 65+	-4.7	-0.9	9.3
EU27	-2.4	-0.9	9.6



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

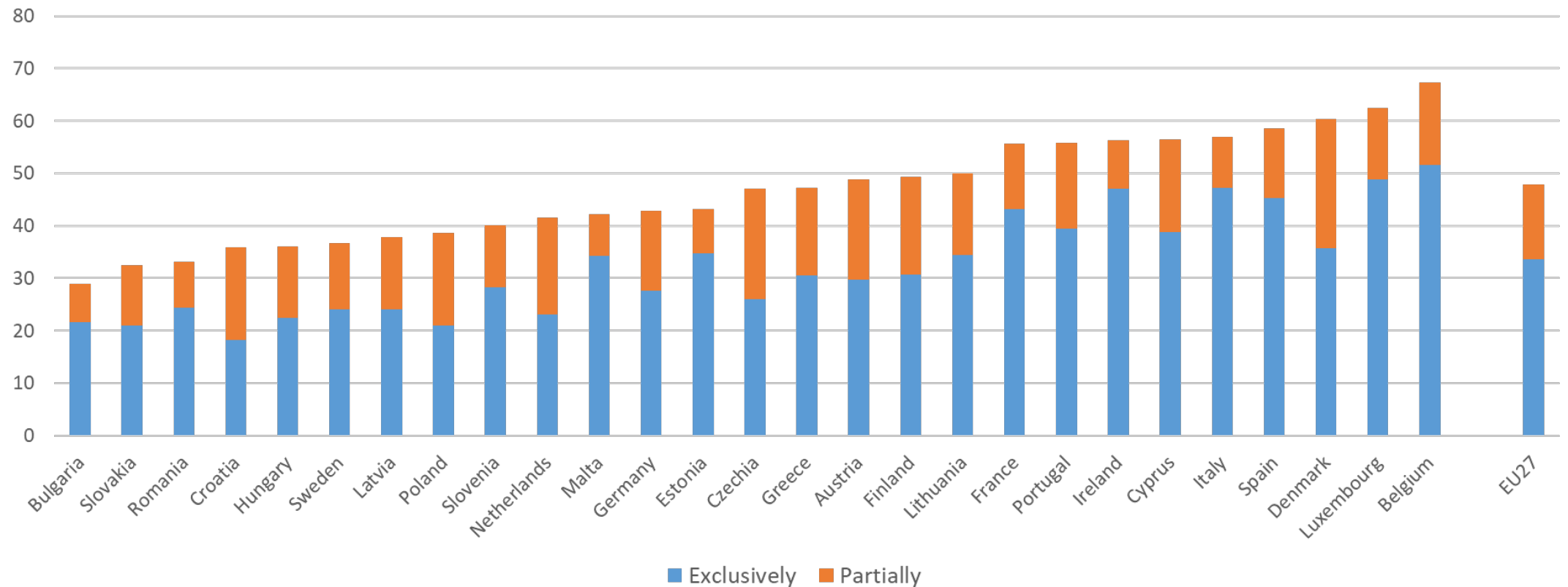


Emergence of a new 'telework generation': Who benefits?

Telework rates during COVID-19

Women: 39%

Men: 35%

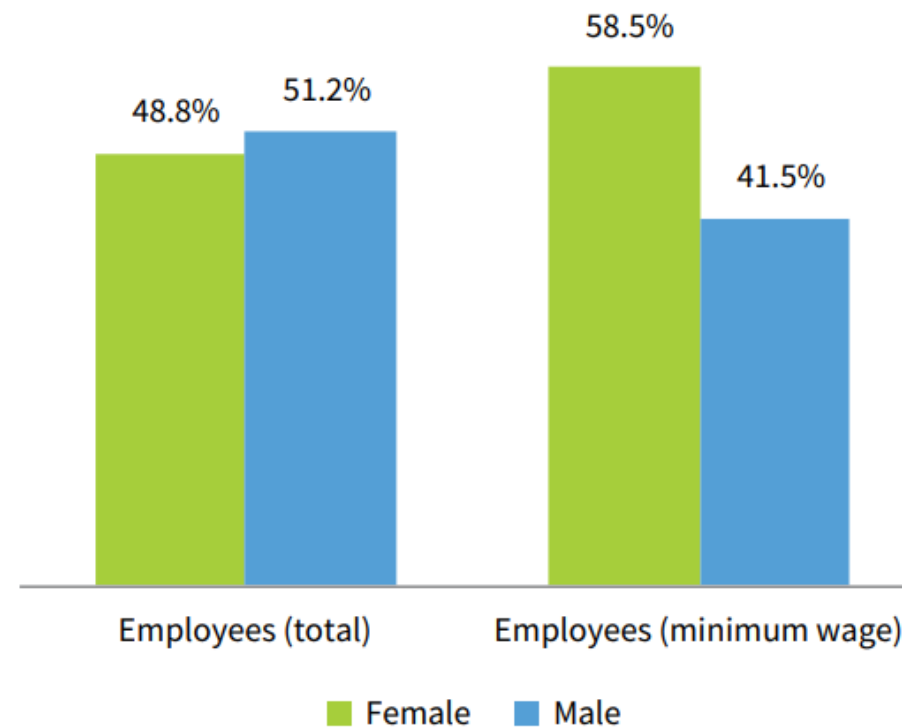


Source: Eurofound (2020), *Living, working and COVID-19*, COVID-19 series

More women in low-paid jobs

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

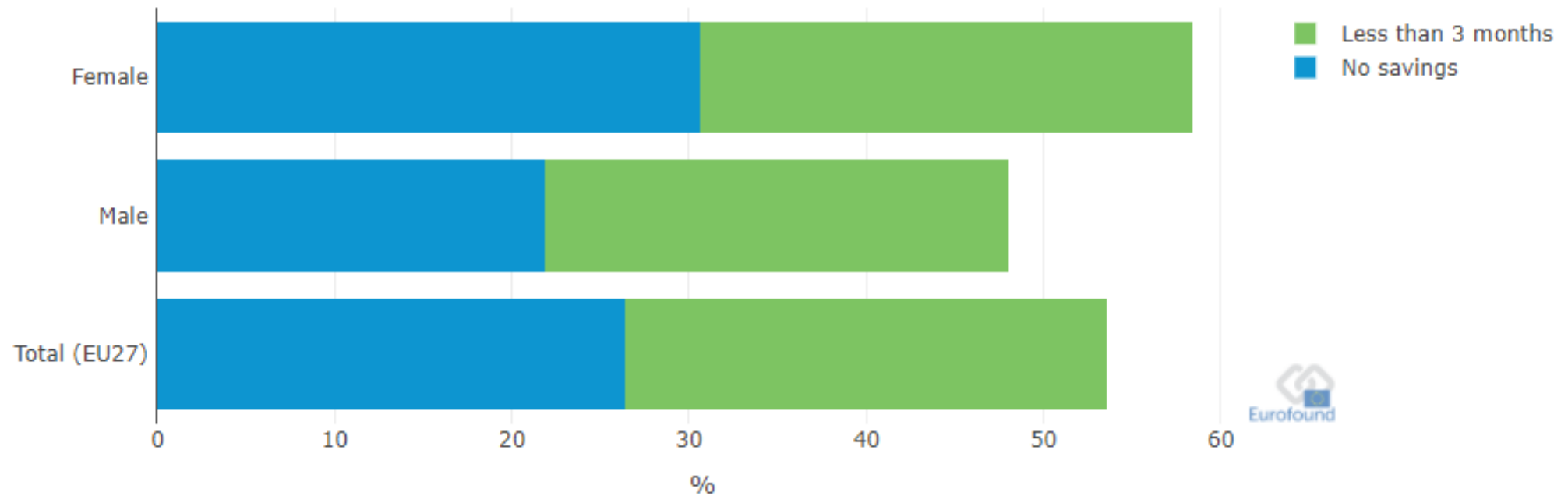
Publication: [Minimum wages in 2020: Annual review](#)



Note: Aggregated at EU level. Does not include Italy, Slovakia or the UK due to unavailability of data.

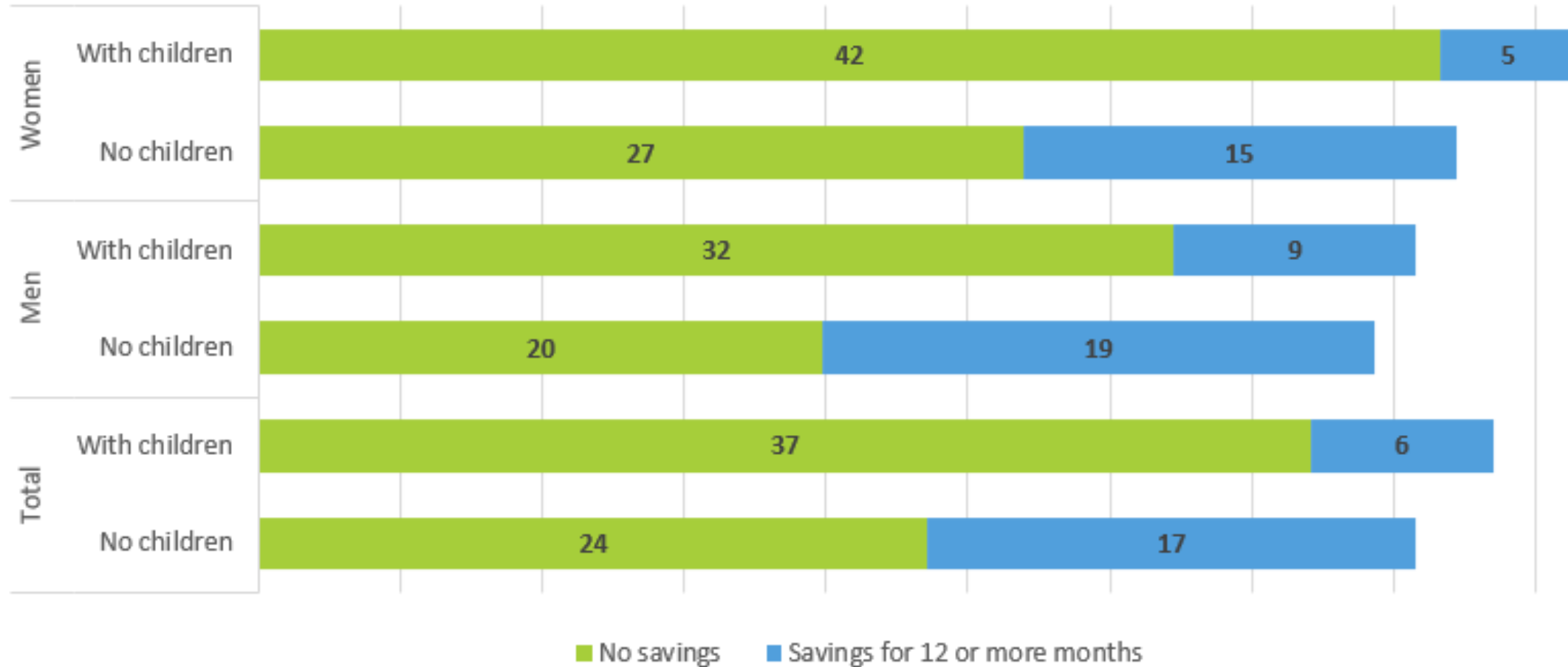
Source: Eurofound calculations based on the EU-SILC 2018

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

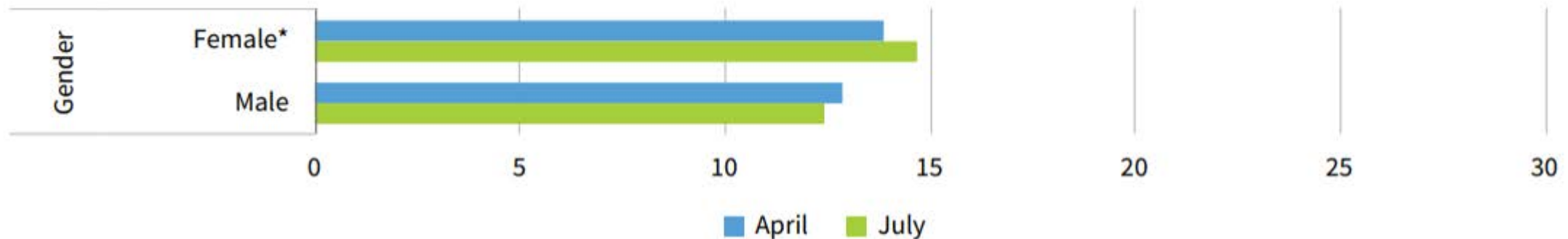
Financial (in)security higher among women



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 (%)



Work-life balance: Worse for women in COVID-19 because of...



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**

