

# Gender inequalities in care and pay in the EU



Setting Platforms for action

## Gender inequalities in care and pay in the EU

**Key findings**

- There is a direct link between the unequal division of unpaid care in households and gender inequalities in the labour market.
- The bulk of unpaid care work is done by women, and this hinders their access to employment.
- The paid care sector has a large share of women employees who are often in low-income, precarious jobs, with few career prospects.
- Lower earnings and insecure job contracts usually make it more convenient for women to opt out of paid employment and care for their families, compared to men.
- Most countries with a more equal sharing of unpaid care between women and men, tend to have higher employment rates for women and lower gender gaps in earnings.
- The COVID-19 crisis in Europe has shown how essential care work is for the functioning of society and the economy. It reminds us why we need a more equal sharing of this vital, but often undervalued function in society.

**Unpaid care is still a 'woman's job'**

Across the EU, gender inequalities in unpaid care work are striking. Women, regardless of whether they are employed, take on most of the unpaid care work at home. When considering the entire EU population, data shows that 92% of EU women are regular carers – meaning that they provide unpaid care at least several days a week – as opposed to 48% of men.<sup>(1)</sup>

On a daily basis, 81% of women and 49% of men provide care. This rises to 83% for mothers and 64% for fathers of children under 18 years.

**Unpaid care work also high for employed women.**

The same pattern of uneven care provision appears among employed people. Almost all employed women in the EU (94%) are involved in unpaid care several times a week, compared to 70% of employed men.<sup>(2)</sup>

Women's participation in unpaid care is very high, standing at over 85% in all Member States when considering both daily and weekly engagements. However, there are variations across countries. There are also big differences in men's engagement in care, which ranges from 41% in Estonia to 90% in Denmark.



(1) European Commission. (2018). Employment of caregivers and working conditions (background), October 2018. (URL: [https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg\\_8.5.1](https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg_8.5.1))

(2) Working time in European Working Conditions Survey 2015. (URL: [https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg\\_8.5.1](https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg_8.5.1))

There is a direct link between the unequal division of unpaid care in households and gender inequalities in the labour market. The bulk of unpaid care work is done by women, and this hinders their access to employment.

The paid care sector has a large share of women employees who are often in low-income, precarious jobs, with few career prospects. Lower earnings and insecure job contracts usually make it more convenient for women to opt out of paid employment and care for their families, compared to men.

Most countries with a more equal sharing of unpaid care between women and men, tend to have higher employment rates for women and lower gender gaps in earnings.

The COVID-19 crisis in Europe has shown how essential care work is for the functioning of society and the economy. It reminds us why we need a more equal sharing of this vital, but often undervalued function in society.

## Further reading

[EIGE's resources on employment](#)



[EIGE's resources on poverty](#)



[EIGE's resources on Covid-19](#)



---

## Downloads



**Gender inequalities in care and pay in the EU**

EN (PDF, 765.57 KB)



**Geschlechtsspezifische Ungleichheiten bei Sorgearbeit und Entgelt in der EU**

DE (PDF, 777.9 KB)



**Desigualdades de género en la prestación de cuidados y la retribución en la UE**

ES (PDF, 716.9 KB)



**Inégalités entre les hommes et les femmes dans les activités de soins et en matière de rémunération dans l'UE**

FR (PDF, 726.37 KB)



**Disparità di genere nell'assistenza e nella retribuzione nell'Unione europea**

IT (PDF, 723.42 KB)

---

## Metadata

**AREAS:** Beijing Platform for Action

**BPFA AREA:** F. Women and the economy

**AUTHOR:** EIGE

**ISBN:** 978-92-9482-449-3

**DOI:** 10.2839/809574