

EIGE 's study to support the PT Presidency of the Council: Gender equality and socio-economic consequences of the COVID-19 crisis

**EUROPEAN INSTITUTE FOR
GENDER EQUALITY**

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12th Regional Coordination Meeting
of EU candidate countries and potential candidates

Review of emerging and latest evidence: where are we in and across the EU?

Impacts on the labour market

Gender differences in (un)employment and economic inactivity; most affected economic sectors and population groups.

Impacts on working arrangements

Gender differences in teleworking patterns; gender equality impacts of teleworking implementation across organisations.

Impacts on gender roles

Unpaid work distribution between women and men; emerging work-life balance issues from gender equality perspective.

Role of employment supporting factors

Social protection, recovery measures; gender balance of the COVID-19 crisis management groups.

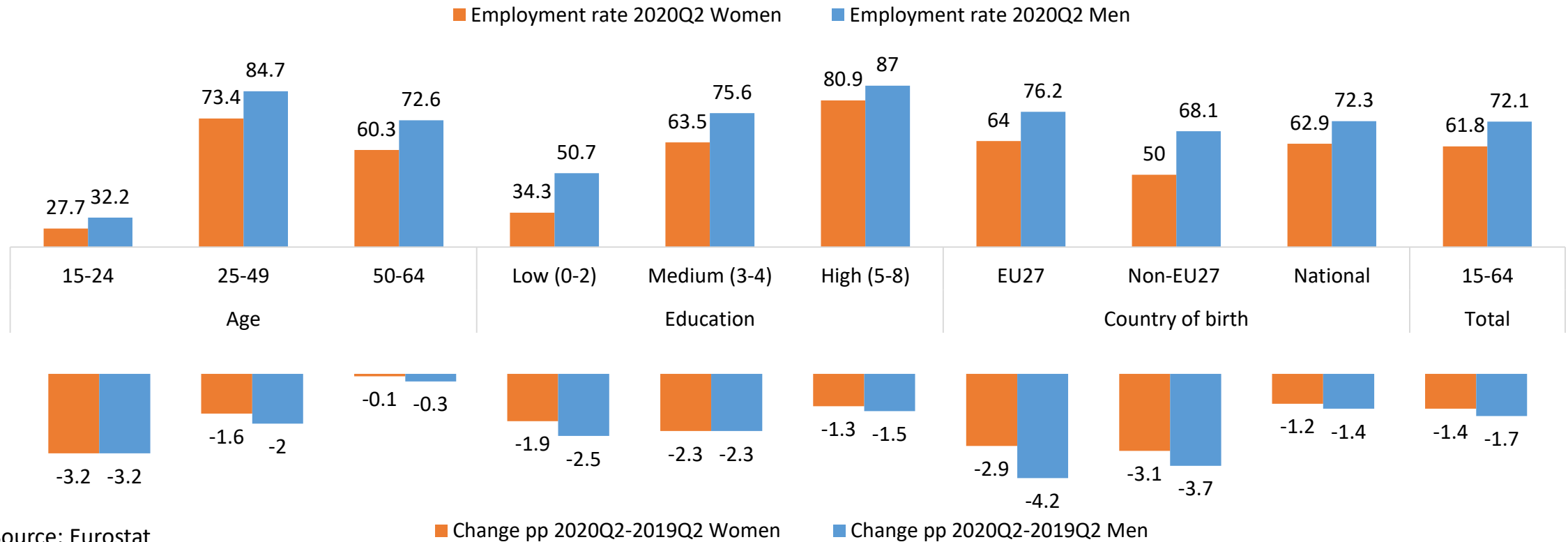
Employment changes for women and men: what statistics for spring and summer 2020 tell

- The start of the pandemic led to large declines in employment for both women and men, but employment rebounded more strongly for men than for women in summer 2020. Emerging statistics start indicating the trend towards **longer-lasting crisis effects for women than for men.**

Age	Women		Men		Women		Men	
	1 st COVID wave/lockdown				Summer (partial) recovery			
	Employment Q2 2020	Employment change (Q2: 2020-2019)	Employment Q2 2020	Employment change (Q2: 2020-2019)	Employment Q3, 2020	Employment change (Q2 – Q3, 2020)	Employment Q3, 2020	Employment change (Q2 – Q3, 2020)
15-24	6.3 mln.	- 10.4%	7.7 mln	-9.0%	6.6 mln	+5.3%	8.1 mln	+6.4%
25-49	53.0 mln.	- 3.0%	61.9 mln	-3.2%	53.1 mln	+0.3%	62.3 mln	+0.7%
50-64	28.5 mln.	+0.7%	33.0 mln	+0.8%	28.7 mln	+0.7%	33.5 mln	+1.4%
15-64	87.8 mln.	-2.4%	102.5 mln	-2.4%	88.5 mln	+0.8%	103.9 mln	+1.4%

Employment losses: intersectional perspective

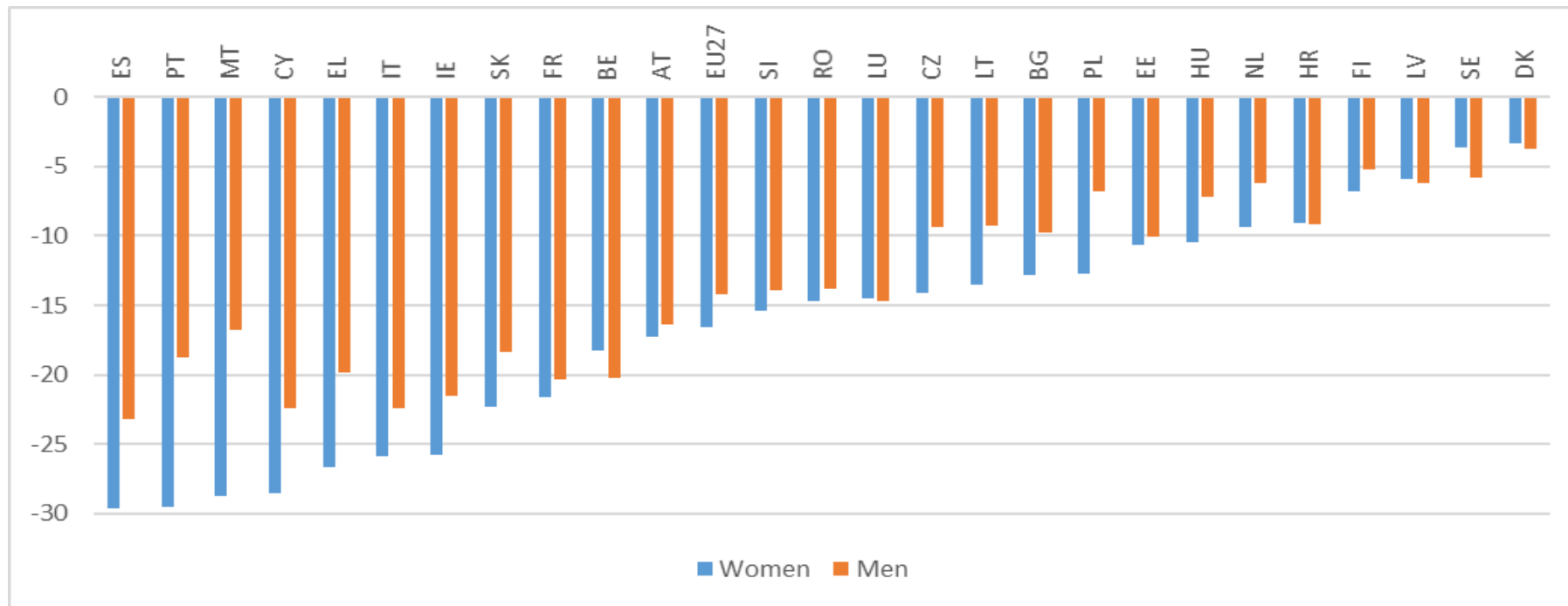
Young, lower-educated and migrant women were left especially far behind in the labour market. This is of particular concern, especially given that long-term effects - **economic consequences, cultural and gender norms**- are still unfolding.



Source: Eurostat

Countries' perspective: total actual working hours reduced more for women than men

Change in index of total actual hours worked in the main job (pop 20-64) by country and gender, year-on-year change 2020-Q2, EU27 (index points)



*Index of total actual hours worked in the main job (2006 = 100); Data for DE are not available
 Source: elaboration on Eurostat data (LFSI_AHW_Q)

Employment in Q2 2019 and percentage change in employment and in average actual weekly hours of work in main job between Q2 2019 and Q2 2020, by economic sector (15+, EU-27)

Economic sector	Employment and share of women in Q2 2019			Percentage change between Q2 2019 and Q2 2020					
				Employment			Average number of actual weekly hours of work in main job		
	Employed (000)	%	Share of women	Total	Women	Men	Total	Women	Men
I - Accommodation and food service activities	9,610	5%	54%	-19%	-21%	-18%	-11%	-10%	-12%
T - Activities of households as employers; undifferentiated goods - and services - producing activities of households for own use	2,249	1.1%	89%	-18%	-18%	-19%	3%	4%	-4%
R - Arts, entertainment and recreation	3,302	2%	48%	-6%	-5%	-8%	-8%	-7%	-9%
N - Administrative and support service activities	8,348	4%	49%	-10%	-10%	-10%	-3%	-5%	-3%
H - Transportation and storage	10,599	5%	22%	-6%	-3%	-7%	-4%	-3%	-4%
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	27,556	14%	49%	-5%	-3%	-6%	-4%	-3%	-5%
F - Construction	13,424	7%	10%	-6%	-6%	-6%	-3%	-3%	-3%
C - Manufacturing	32,536	16%	30%	-1%	-2%	0%	-3%	-3%	-3%
M - Professional, scientific and technical activities	10,934	5%	49%	1%	1%	1%	-5%	-5%	-6%
A - Agriculture, forestry and fishing	8,752	4%	34%	-2%	-3%	-1%	-1%	-2%	-1%
P - Education	14,594	7%	72%	-1%	-1%	1%	-2%	-2%	-1%
L - Real estate activities	1,587	1%	52%	6%	4%	9%	-7%	-7%	-8%
(D-E) Utilities**	3,053	2%	23%	0%	-2%	0%	0%	0%	-1%
Q - Human health and social work activities	21,317	11%	78%	0%	0%	2%	0%	0%	-1%
S - Other service activities	4,873	2%	66%	6%	-1%	18%	-4%	-6%	-4%
K - Financial and insurance activities	5,301	3%	53%	3%	3%	4%	-1%	-1%	-2%
O - Public administration and defence; compulsory social security	13,636	7%	48%	4%	7%	2%	0%	-1%	1%
J - Information and communication	6,237	3%	30%	8%	8%	8%	-2%	-2%	-2%

Strong gender segregation explains quite different employment losses of women and men - at the beginning of the crisis

The 10 economic sectors with the largest employment losses between 2020Q2 and 2019Q2 (NACE 2 digit level) (thousand, EU-27)

Economic activity	Employment change (thousand) 2020Q2/2019Q2			Job loss 2020Q2: share of women	Share of women 2019	Employment change (thousand) 2019Q2/2018Q2		
	Total	Men	Women			Total	Men	Women
I56-Food and beverage service activities	-1301	-573	-729	56%	52%	50	-19	68
G47-Retail trade, except of motor vehicles and motorcycles	-661	-284	-376	57%	62%	-120	40	-160
I55-Accommodation	-556	-212	-344	62%	61%	-58	-14	-44
F41-Construction of buildings	-430	-375	-55	13%	9%	78	61	17
N81-Services to buildings and landscape activities	-416	-167	-249	60%	55%	71	35	36
T97-Activities of households as employers of domestic personnel	-413	-49	-364	88%	89%	-38	8	-40
Q87-Residential care activities	-405	-109	-296	73%	81%	119	16	103
G46-Wholesale trade, except of motor vehicles and motorcycles	-362	-294	-68	19%	34%	51	-18	64
H52-Warehousing and support activities for transportation	-359	-300	-59	16%	25%	22	-6	30
F43-Specialised construction activities	-318	-331	13	-4%	9%	109	106	3
Employment loss in first 10 divisions with largest employment loss (A)	-5,220	-2,693	-2,527	48%	46.7%	288	213	75
Total employment loss in divisions with employment reductions (B)	-8,492	-4,875	-3,614	43%		-1,051	-508	-532
Share employment losses in first 10 divisions: (A)/(B)	61%	55%	70%			-	-	-

Teleworking amid increased unpaid care work heightened work-life balance conflicts

- **Gender differences in the use of telework** before the COVID-19 pandemic related to gender roles and work-life balance needs. Tele-work and the work-life balance:
 - **Positive impacts:** increase in flexibility and a potential of new gender dynamics in the distribution of unpaid care and domestic work.
 - **Negative impacts higher for women:** interruptions, further reduced career progression, negative psychological effects, domestic violence.
- **Pandemic teleworking may have helped to keep jobs, but has also created a number of new tensions**, for example - between those who can telework and those who cannot.
- **Pandemic teleworking placed a particular burden on parents of smaller children**, given a 'request' to do work and care simultaneously. The long lasting pandemic teleworking starts pointing to **accumulation of physical and mental pressures among parents, especially women.**

A higher share of women than men in teleworkable occupations, but ...

The pandemic has shown the potential of a digital workforce, but **teleworking amid increased unpaid care work heightened work-life balance conflicts:**

- **Rise in women's share of unpaid work**, despite some fathers' increased participation.
- **Mothers with young children (0-5 years)** face the hardest WLB challenge.
- The division of childcare was more equitable in households where **men were present: teleworked** or had lost their jobs.
- **Online schooling represents an additional form of unpaid care** placing added pressure on the work-life balance of parents, and especially mothers.
- **Gender gaps in teleworking patterns:** mothers are more interrupted than fathers when they are teleworking; equipment and infrastructure of home facilities follow the pattern of gender roles (men's jobs get a priority).

A 'digital' example: online platform work served as an important source of income during turbulent times, but also revealed the precariousness of the latter jobs

The pandemic has negatively impacted both women and men online platform workers, albeit in somewhat different ways. **Men** were significantly more likely to have to take **leave or time-off from paid job due to sickness, quarantine or self-isolation**. **Women** had to spend more time for household chores and duties.



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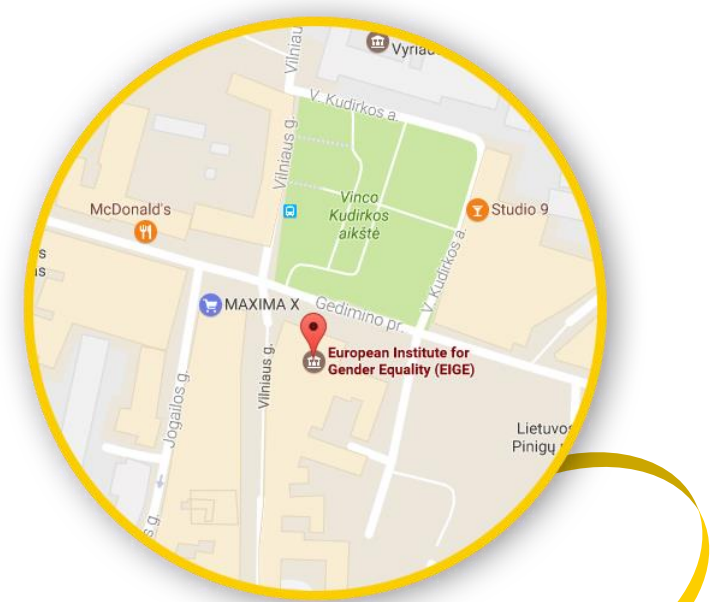
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come in for a chat!