



Gender equality and socio-economic consequences of the COVID-19 crisis

EUROPEAN INSTITUTE FOR GENDER EQUALITY

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on 'Various aspects of women in poverty following the COVID impact'

The COVID-19 crisis: longer lasting adverse socio-economic effects for women

- While the start of the pandemic led to large declines in employment for both women and men, **employment rebounded more strongly for men than for women as of summer 2020.**
- **Young, lower-educated and migrant women** were left especially far behind in the labour market.
- The initial pandemic and containment measures strongly impacted **self-employed, temporary, part-time workers and informal workers.** Women are disproportionately represented in these forms of work.
- **Women's employment losses were concentrated in highly feminised and hardest-hit sectors,** such as retail, accommodation, residential care activities, activities of households as employers of domestic personnel, or manufacturing of wearing apparel. Across these sectors, women's employment reduced by 1.5 million across the EU (or close to 40 % of the entire 3.8 million employment reduction among women).

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

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%

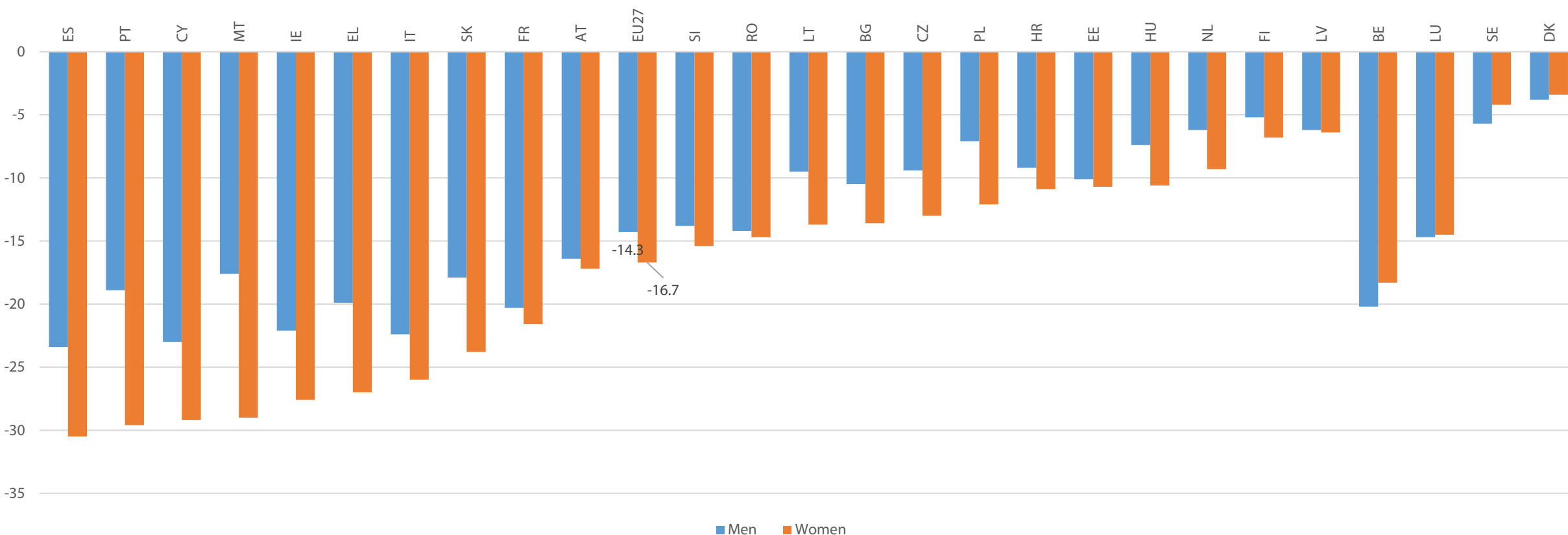
Strong gender segregation partially explains disproportionate employment losses among women

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%			-	-	-

Alongside employment losses, total actual working hours reduced more for women than men

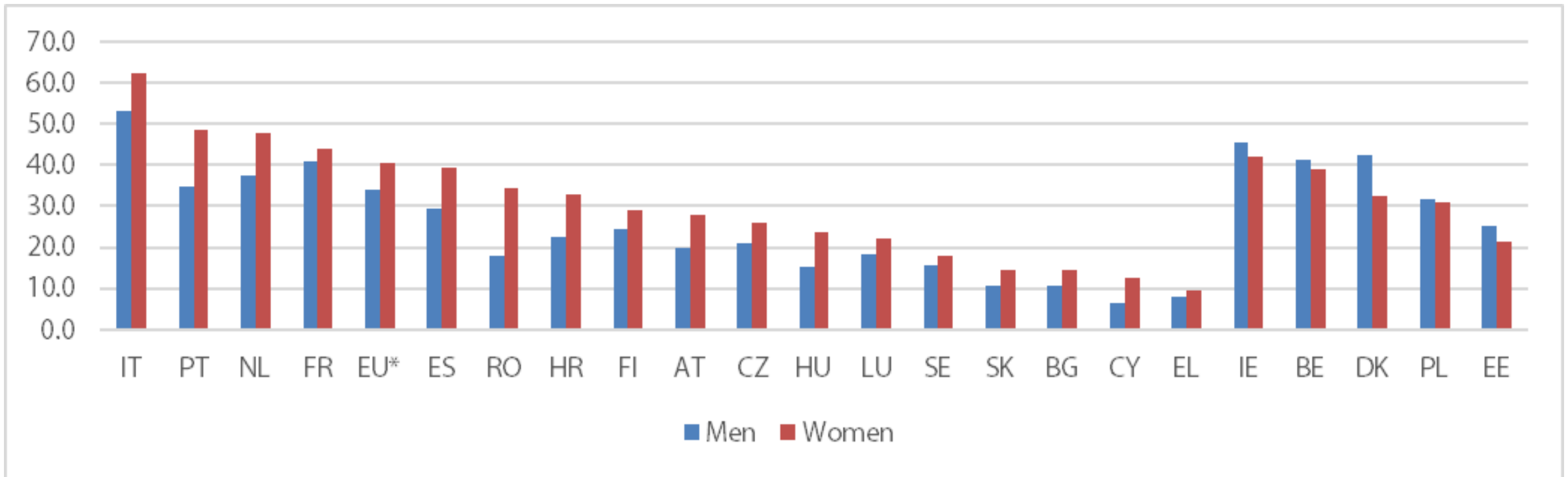
Change in index of total actual hours worked in the main job (pop 20-64) by country and gender, year-on-year change 2020-Q2, EU27 (index points)



*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)

Unemployed women move into inactivity much more than men

Share of unemployed in 2020-Q1 moving to inactivity in 2020-Q2

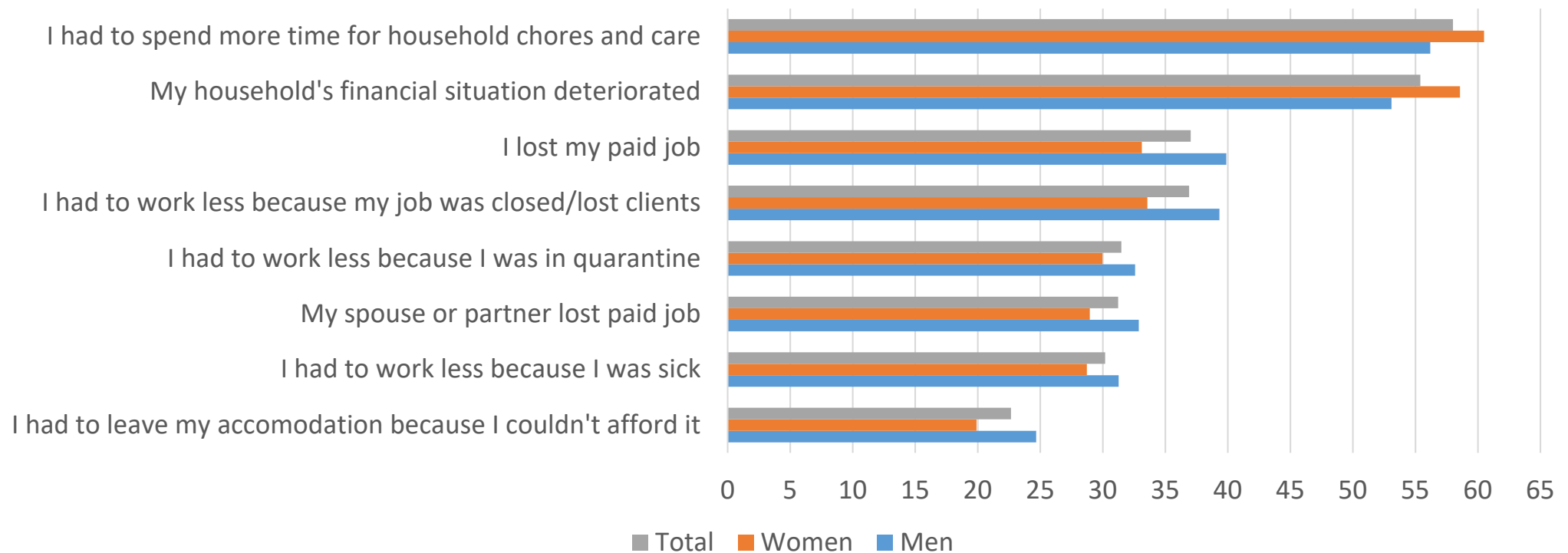


Teleworking amid increased unpaid care work heightened work-life balance conflicts

- The pandemic has shown the **potential of a digital workforce**, but **teleworking amid increased unpaid care work heightened work-life balance conflicts**.
- **Pandemic teleworking placed a particular burden on parents of smaller children**, given a ‘request’ to do work and care simultaneously:
 - **Online schooling represents an additional form of unpaid care** placing added pressure on the work-life balance of parents, and especially mothers.
 - **Mothers with young children (0-5 years)** face the hardest WLB challenge.
 - **Rise in women’s share of unpaid work, despite some fathers’ increased participation.** During the first lockdown periods, the division of childcare was more equitable in households where **men were present: teleworked** or had lost their jobs.
 - **Gender gaps in teleworking patterns:** mothers more interrupted than fathers when teleworking; equipment and infrastructure of home facilities follow the pattern of gender roles (men’s jobs get a priority).
- The long lasting pandemic teleworking starts pointing to **accumulation of physical and mental pressures among parents, especially women**.

Digital jobs during the pandemic: online platform work was as an important source of income, but also revealed its precariousness

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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