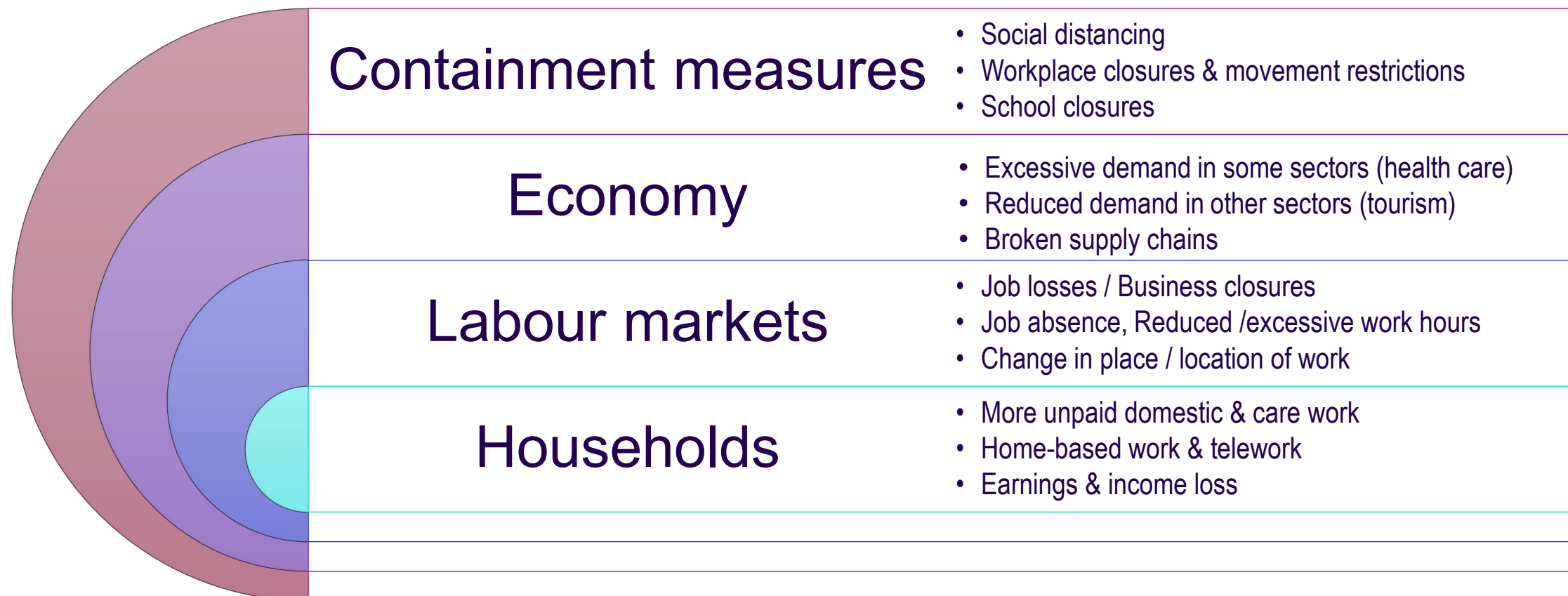


# ► Measuring the gender impacts of the COVID-19 pandemic on paid and unpaid work

Elisa M. Benes  
ILO Department of STATISTICS

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# COVID-19 impacts in the world of work



## Disproportionate impacts on women's paid & unpaid work

- **High % of women employed in affected sectors and occupations**
  - Health care; Accommodation & food services; Whole sale & retail trade; Arts & entertainment
  - Domestic services
- **High % of employed women in informal jobs, employed as own-account workers**
  - Greater job insecurity
  - Gaps in social protection; paid leave; termination benefits
- **Most (3/4) unpaid domestic & care work performed by women**
  - Increased hours in unpaid work due to closures in schools, food services, domestic service providers, etc.
  - Increased barriers to combine paid-unpaid work; maintain employment; seek or be available to take-up jobs
  - Increased vulnerability for single parent households

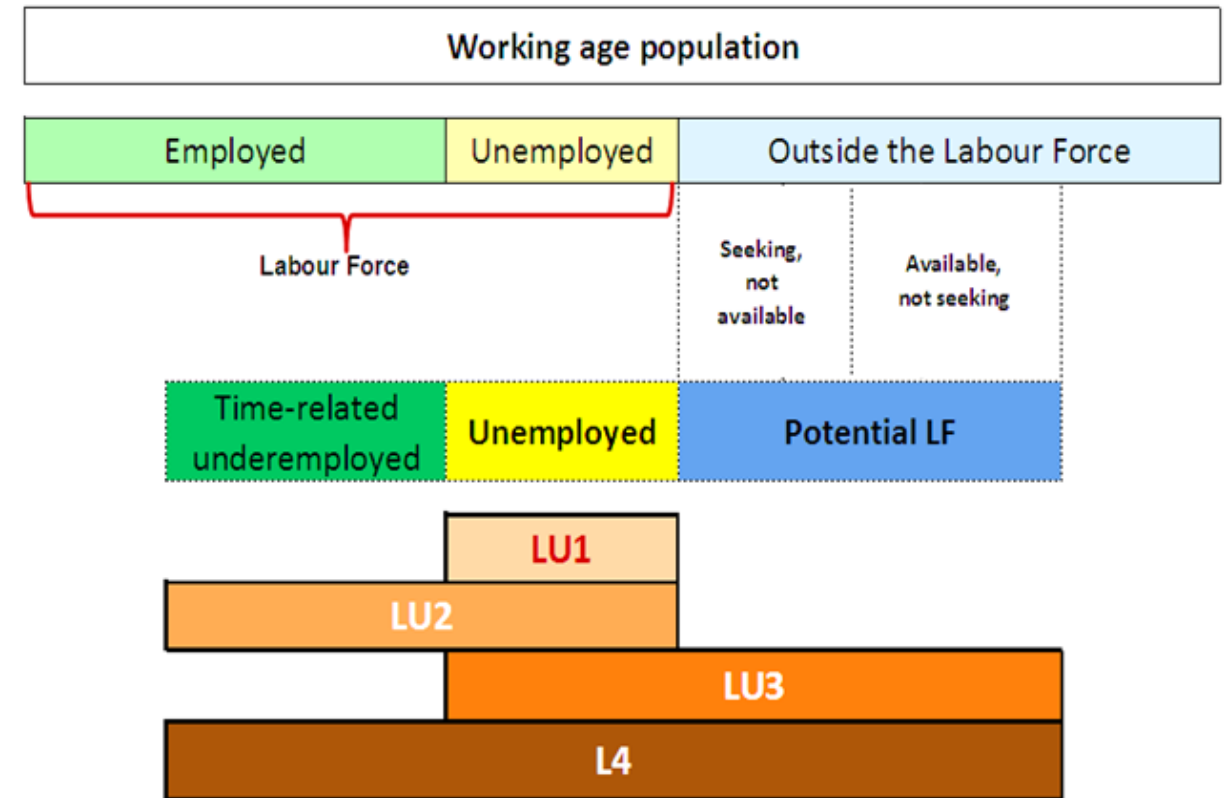


# Relevance of ICLS standards during COVID-19

- **Highly relevant, particularly for a wider set of indicators**
  - Employment and Labour underutilization (19<sup>th</sup> ICLS)
  - Informal employment, informal sector employment (15<sup>th</sup> & 17<sup>th</sup> ICLS)
  - Work relationships: status in employment, contract characteristics, place of work (20<sup>th</sup> ICLS)
  - Working time & working time arrangements (18<sup>th</sup> ICLS)
- **Maintain existing definitions & measurement to assess changes**
  - To enable comparisons over time (trends, impacts)
- **Some clarifications & new interviewer training may be necessary**
  - Reasons for absence, uncertain duration of absence
  - Reasons for working more or less hours than usual
- **Include new topics that are becoming particularly relevant**
  - Telework, remote work, home-based work
  - Unpaid domestic and care work, volunteer work (19<sup>th</sup> ICLS)

## Labour underutilization measures (19<sup>th</sup> ICLS)

- To monitor evolution of impacts on labour market over time
  - Unemployment rate alone is not enough
  - Relevance of each measure will depend on national context, policies implemented
  - Gender differentials in impacts due to differences in employment situation and conflict with family responsibilities



# Employment & labour underutilization: Essential topics

## EMPLOYED

Employed, worked 1+ hours

- Including work from home

Employed, absent

- Reasons
  - Due to COVID?
- Duration of absence
- Pay during absence, source of pay

Essential main job characteristics

- Industry
- Occupation
- Status in employment
- Public/ private/ household sector
- Place of work (before COVID/current)
- Telework
- Formal / informal job
- Hours usually worked (before COVID/current)
- Hours actually worked
- Reasons +/- hours (COVID/non-COVID)
- Desire / available to work more hours

## NOT EMPLOYED

Job search

Method of job search

Reason not seeking

- Due to COVID?

Desire to work at present

Availability to start employment

Reason not available

- Due to COVID?

Previous employment experience

## ALL

Lost job / business since [start outbreak]

- Industry
- Status in employment
- Duration since last stop work
- Reasons for job/business ended
  - Due to COVID?

Lost income since [start outbreak]

Sources of income

Receipt of government benefits

**\*\*New emphasis needed in some topics and criteria previously not captured in detail**

# Unpaid work: essential topics to monitor COVID-19 impacts

▶ As short add-on module to LFS, other household survey or rapid surveys

## Unpaid care & domestic work

- Participation in reference period (week, 24-hr or “yesterday”)
  - Domestic work (separately capture by activity type)
  - Child-care (separately capture instructing/tutoring and other care)
  - Dependent adult care
  - For whom? (own-household / other family)
- Self-perceived change in time-spent since outbreak (more than before, about the same, less than before)
- Care responsibilities prevent employment, job search, availability to work?

## Volunteer work

- Participation since outbreak
  - Direct volunteering, organization-based volunteering
- Type of volunteer work done
- Frequency of participation since outbreak

# ILO resources

## COVID-19 statistics guidance

<https://ilostat.ilo.org/topics/covid-19/#guidance>

- Guidance to maintain LFS data collection
- LFS essential topics & treatment of special groups
- Modules for Rapid surveys on Paid and Unpaid work
- Defining & measuring remote work, telework, home-based work

## ILO Monitor: COVID-19 and the world of work

- See Fifth edition for analysis of gender impacts

