



# **LIFE UNDER LOCKDOWN 2020: IMPACT OF COVID-19 ON PROFESSIONAL WOMEN'S UNPAID WORK**

**AUTHORS**

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### 3 | FOREWORD

The year 2020 has witnessed unprecedented challenges that have had a significant impact on accelerating gender balanced leadership in business and society. It's now widely recognised that the global pandemic COVID-19 has several complex yet systemic impacts on each woman's professional world and its future. It's clear that organisations risk losing women in leadership and future women leaders — unwinding years of painstaking progress toward gender diversity.

The authors of this report, Dr. Eva Turk and Dr. Patricia Gestoso, have painted a stark picture of the impacts of COVID-19 on professional women's unpaid work along with many other consequences.

The results of this survey offer an insight into the present situation for women in the workplace, as they see it, and their thoughts on how they've experienced the pandemic in terms of their multiple competing priorities. In receiving over **1,312 responses**, this research offers robust gender data points on the effect of COVID-19 for women while highlighting the importance of understanding how intersectionality impacts women's experiences.

The research offers a strong business case to support tangible solutions in terms of the support for the labor market and the economic recovery policy making that are needed.

The recovery needs to be a rebalance between working well and living well for women, allowing them equal opportunities like their male counterparts for a sustainable approach to their careers. It is clear the 'invisible barrier' of unpaid work has been highlighted and measured and what is critical now is how we address this.

**Carina Furlong & Sheila Gemin**  
**Co-Presidents PWN Global**

## 4 | SUMMARY

We've lost at least one generation of female leaders to the COVID-19 pandemic. Professional women in the 36 to 45 age group are burned out as a consequence of the significant increase in their unpaid work (household chores, schooling or nursing, and caregiving). This holds especially true for full-time professional women in top positions and for those with both schooling/nursing and caretaking responsibilities.

The survey of 1,312 professional women, predominantly living in the US and Europe, highlighted that the COVID-19 lockdowns affected the amount of unpaid work and leisure time of professional women in very different ways, depending on variables such as their age, job status, and country of residence. These results corroborate that the common practice of reporting female unpaid work as average values is misleading.

63% of professional women with both caregiving and schooling/nursing responsibilities reported shouldering most of the domestic work with only 22% reporting an egalitarian share of the additional household chores during the pandemic.

During the lockdowns, professional women across France, Italy, Spain, USA, Norway, and Slovenia bore the brunt of increased household chores.

With the exception of professional women living in Norway and Slovenia, respondents in all other countries reported an overall decrease in the leisure time during lockdown.



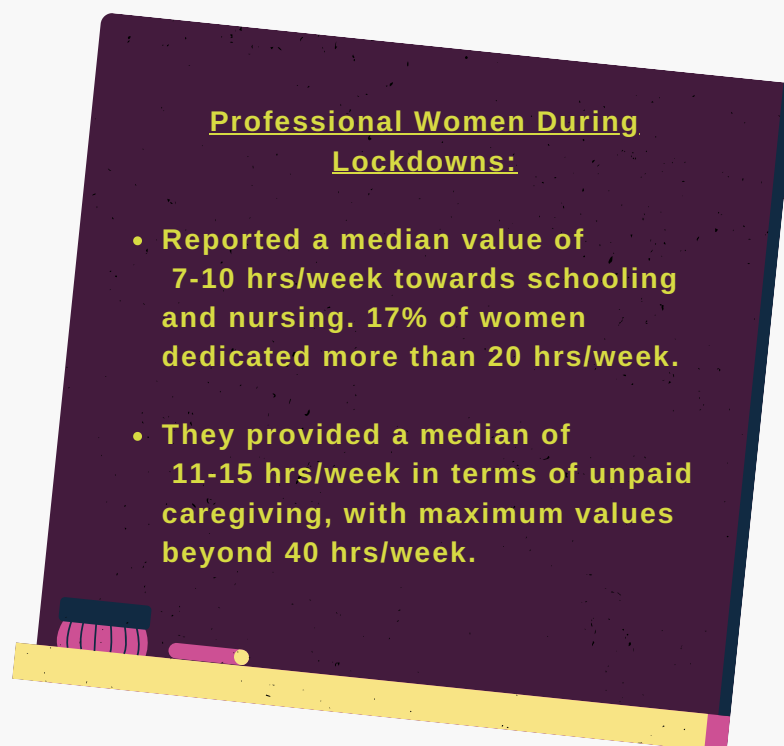


## 5 | SUMMARY (CONT.)

The professional women surveyed lost approximately an annual income of €5,899 for unpaid household, schooling/nursing, and caregiving work in 2019. During the lockdowns, this increased to €13,266/year.

If we extend these trends to our 3,300 PWN members, before COVID-19 the total amount of unpaid work was equivalent to €19,5 million annually. The pandemic may increase this number to approximately €43.8 million per year.

We need changes that recognize, reduce, and redistribute professional women's unpaid care work. In this report we provide food for thought for individuals, employers, and governmental organizations to support working women with integrating work and family life.



**Note:** Due to the limitations distributing the survey, most respondents self-identified as Caucasian, heterosexual, able, and resided in the US or Europe. Hence, the analysis and conclusions in this report should be read in this context.

## 6 | WHY DID WE CONDUCT THIS SURVEY?

Gender equality - United Nations Sustainable Development Goal (SDG) 5 - has been recognised as a crucial element for advancing sustainable development. Commitment to achieving 'equal pay for work of equal value' is also part of SDG 8 to promote economic growth and decent work for all.

Yet, in modern society, girls and women on average perform three times the amount of unpaid care work than men do.

The 2016, European Quality of Life Survey (EQLS) found that women spent 39 hours a week on average taking care of their children, against the 21 hours spent by men. Women devoted an average of 17 hours a week to cooking and housework, compared to the 10 hours contributed by men.

The COVID-19 pandemic has not only highlighted and increased systemic inequalities, but also exposed the widening gap between the SDGs and their implementation.

As the pandemic continues to cripple the economy globally, the amount of unpaid work is likely to skyrocket as all household chores have to be managed while children are at home instead of school.

Women who were economically disadvantaged before the crisis are now risking poverty, unemployment, social exclusion, homelessness and – as history has shown – they will be heavily affected in the long term.



## 7 | WHY DID WE CONDUCT THIS SURVEY? (cont.)

Since the lockdowns began, the media has reported the increased burden on women with regard to juggling their domestic and professional careers. The service sectors, which require frequent social interactions, have been hit the hardest. These sectors are also where women are overrepresented.

The World Economic Forum's **Global Gender Gap Report** shows us that there's still a lot of work to be done for the women in crisis. Yet again, the equality horizon in this sphere of life has decreased – by a half century. The gap in economic participation between a man and woman is now projected to close in 257 years. Just a handful of countries are approaching parity.

With this report, we want to contribute to data gathering and provide insights, into the current challenges faced by professional women during the lockdowns and other restrictions.

Only by deepening our understanding, we will be able to challenge the status quo and move the scale towards closing the gender gap.



## THE AUTHORS



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*As I climbed up the career ladder, I got uncomfortably used to seeing a number of exceptional women be relegated to non-promotable projects or simply quit. This was in spite of their willingness to have a thriving professional career.*

*In March 2020, European governments mandated strict lockdowns that involved isolating families, shutting down offices, and closing schools with the aim of containing the spread of the COVID-19 virus. Most states focused on the sanitary aspects of the pandemic. Suddenly, women became the stopgap to keep our societies running: feeding, schooling, or caregiving for others. All that, whilst fighting to keep their jobs.*

*When reports began to surface about how little we had learnt from previous epidemics such as Zika, Ebola, or SARS on women's life and work – I knew that I wanted to contribute to the efforts launched worldwide to understand the impact of the COVID-19 pandemic on women. And above all, learn from it to be prepared for the next time.*

”

**- Dr. Patricia Gestoso**



## 10 | ABOUT DR. PATRICIA GESTOSO

Dr. Patricia Gestoso is Head of Scientific Support at Dassault Systèmes. She is a member of several technology and strategy company councils and has deep expertise in operations and acquisition integrations. A cultural broker, Patricia has experience living in three continents and building collaborations with nationals from 50+ countries.

This global awareness has prompted her to spearhead numerous initiatives to promote diversity and inclusion. For instance, she founded the first employee resource group (ERG) to further gender equity at Dassault Systèmes, which was recently named one of the 10 winners of the 2020 Women in Tech Changemaker UK award.

She's also developed free resources such as the Ethics and Inclusion Framework to promote ethical and inclusive practices in products and services; a systems map of Key factors accounting for the low representation of women in leadership positions in tech companies; and the Fair Care Tracker to encourage caregivers to record the unpaid work they perform, assess the value they get in return, and quantify the uncollected revenue.

Patricia is a member of the We and AI advisory board. She writes about diversity and inclusion in tech.

Visit Patricia's work at [\*\*patriciagestoso.com\*\*](https://patriciagestoso.com).

Connect with Patricia on LinkedIn [\*\*here\*\*](#).



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*At the beginning of the lockdown in March 2020, I read a sharp article in the Atlantic, which implied that an infectious disease outbreak brings more responsibilities for the caregivers at home.*

*And I thought: Most caregivers are us women and we're the ones that would be most affected. I realised that we need to study what the lockdown means for professional women and how it affects our unpaid work and leisure time.*

*In my role as the president of PWN Norway, where we aim to advance gender balanced leadership, I thought it necessary to measure the impact of the lockdown on professional women and obtain real data from different countries.*

”

**- Dr. Eva Turk**

## 12 | ABOUT DR. EVA TURK

Dr. Eva Turk, MBA, is a health systems researcher and associate professor, with a desire to find and implement safe and sustainable healthcare delivery models globally through co-creation and digital solutions. Her research has been focused on person centred care, digital health, health technology assessment, and quality of life. In addition to her academic work, she's a Public Health delegate - Emergency Response Unit with the Norwegian Red Cross.

Eva serves as a Board member at Polytekniske Forening, Women in Global Health Norway Advisory board, and as member of the Expert Council at the Slovenian Digital Health Innovation hub. Originally from Slovenia, she has studied, lived and worked in Austria, Finland, Spain, Argentina, Syria, and Norway.

Apart from the healthcare expertise, Eva is passionate about the sustainable development and the SDGs, in particular SDG 5, Gender Equality. As the President of **Professional Women's Network Norway**, she contributes to raising awareness about gender balanced leadership and opportunities for empowering female professionals.

Connect with Eva on LinkedIn [here](#).

## 13 | ABOUT PWN NORWAY

PWN Norway is a network of internationally-minded professionals where people connect, grow, and inspire each other to advance sustainable gender-balanced leadership.

Through each individual's development, support and impact, we collectively challenge the social, political, and cultural norms.

Visit PWN Norway at <http://pwnnorway.no/>

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## THE SURVEY





## 15 | HOW?

We developed a 34 question anonymous online questionnaire with a first disqualifying question confirming that the respondent self-identified as a professional woman.

Local chapters of Professional Women's Networks (PWN) distributed the questionnaire among their members.

The survey was also made public and distributed via social media channels, such as LinkedIn and Facebook. Those who opted to participate in the study accessed the questionnaire via a link in Google Forms.

The survey was conducted from April 20 through May 10, 2020, collecting 1,312 responses for analysis\*.

*\* The survey received 1326 responses. Ten responses were automatically disqualified as respondents declared they were not professional women. Four responses were disregarded after the answers to open-ended questions in the survey flagged them as inappropriate.*



## 16 | WHO?



1,312 professional women

75% white

83% in the 31 to 55 age group

79% of the respondents lived in the US and Europe: Italy (21%), Spain (13%), United States (13%), France (9%), Norway (9%), UK (7%), and Slovenia (6%)

76% living with a partner

87% heterosexual

96% reporting no work disability

61% with children

28% caregivers

The survey ran from April 20 through May 10, 2020.

## 17 | WOMEN, DATA, AND STATISTICS

Historically, we have failed to capture and analyze data that reflects the diversity of women's experiences.

### Not enough data

As Caroline Criado Perez highlighted in "[Invisible Women](#)", we've consistently failed to gather data disaggregated by sex and gender. Other than for issues considered within the female sphere (e.g. make-up, caregiving, breast cancer), we assume that the male average reflects the "average" population.

### No intersectional data

Even when we do get data for women, we disregard reporting on other important criteria such as ethnicity, sexual preferences, age, or the number of children, to mention a few.

We often generalize conclusions as applicable for "all women" even when based on datasets with a majority of white, able, heterosexual, and cis-women.

### The tyranny of averages

We like simple stories so, when we look at data, we surrender to the tyranny of averages. Unfortunately, whilst the average, or more precisely the 'mean', is easy to calculate and remember, it's based on the principle that there is only one story that summarizes all experiences and that the differences among individuals are negligible.

However, women – and humans – are messy. They come with their multiple identities, background, and expectations. **How may an average value capture the experiences of 3.7 billion women?**

## 18 | WOMEN, DATA, AND STATISTICS: OUR APPROACH

We wanted to capture the diversity of women experiences as a result of the COVID-19 pandemic.

### Collected details of unpaid work

In our survey, we divided the unpaid work in three major categories: household chores, schooling/nursing, and caregiving/caretaking.

We asked participants to provide an estimate of how many hours they spent on each category weekly (a) at the end of 2019, and (b) during the pandemic (the last 15 days from the day they answered the survey).

We also enquired about the distribution of the unpaid work with their partner as well as the effect of the pandemic on their leisure time.

### Gathered demographic data

We asked women about themselves (e.g. ethnicity, age, citizenship), their personal situation (e.g. country of residence, civil status, children), and professional status (e.g. career level, industry, salary).



## 19 | WOMEN, DATA, AND STATISTICS: OUR APPROACH (CONT.)

### Exposed complexity

Typically, studies report unpaid work as the average or mean value. That's also been the trend during the COVID-19 pandemic.

Our analysis of the survey data clearly showed that focusing on getting average values would hide the complexity of the problem. We needed a data visualisation technique that would strike the balance between retaining complexity and enabling comparison across categories.

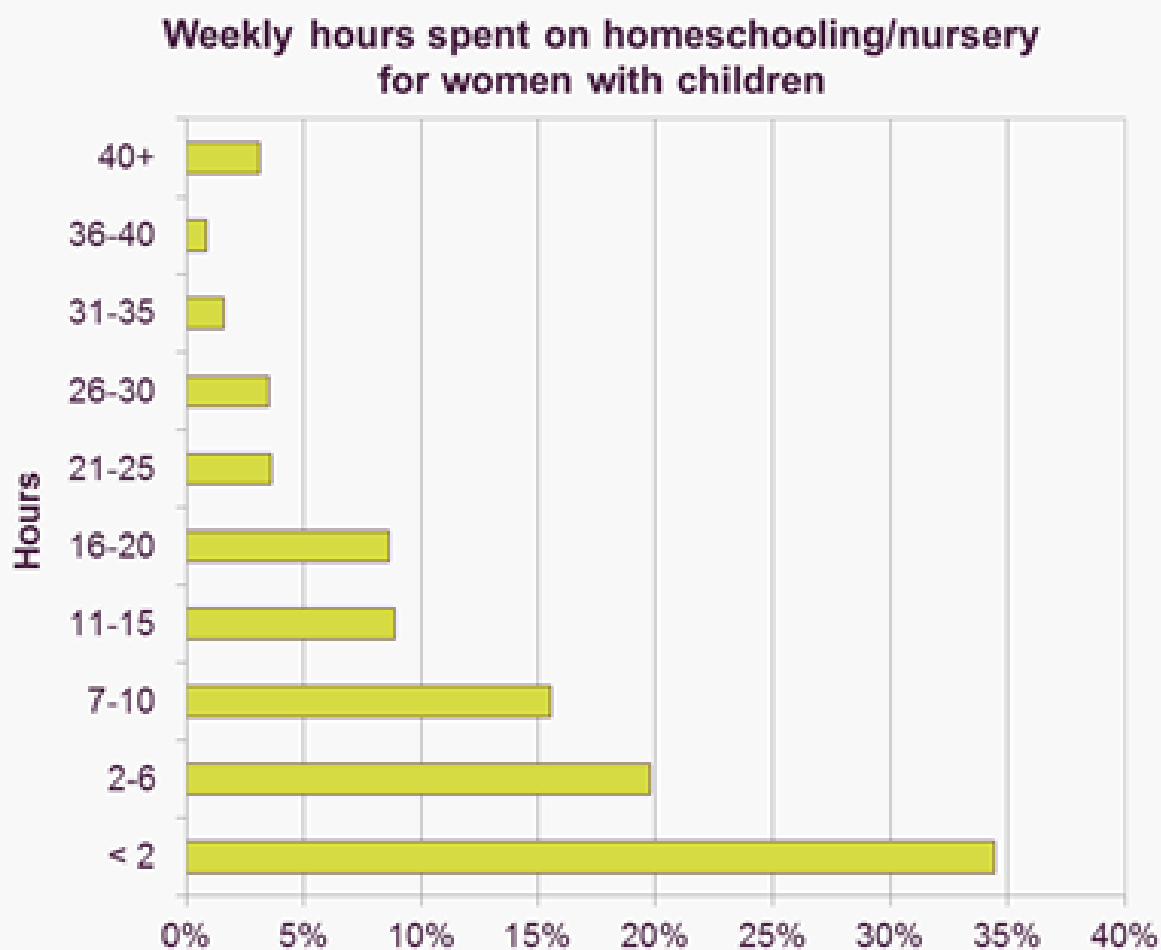
We used both bar charts and box plots to provide a granular and comparative analysis.





## 20 | ANALYZING THE DATA: FROM A BAR CHART TO A BOX PLOT

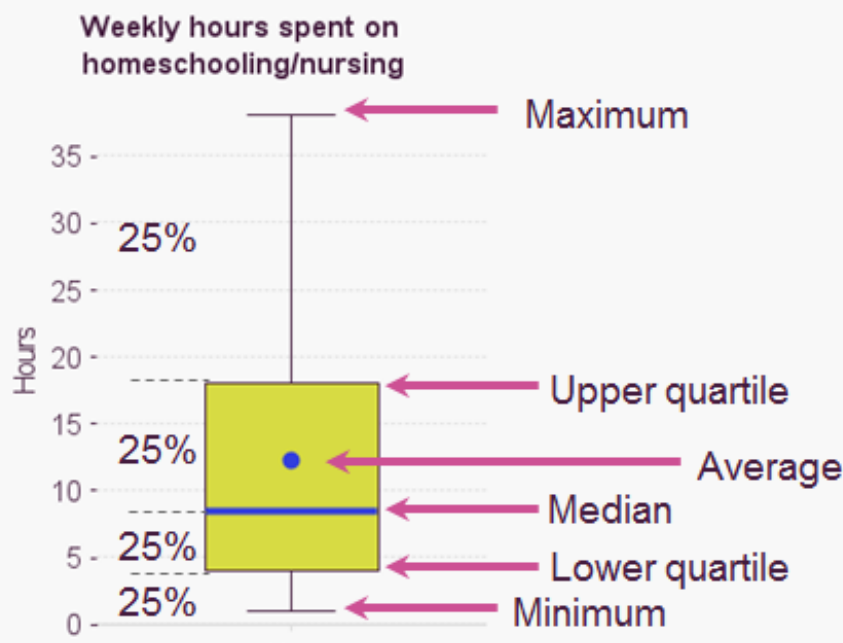
We wanted to visualise data in a way that would capture the experiences of professional women from different walks of life, not for the idealised “average” woman.



***This a bar chart***

The data is bundled into groups and represented by bars which length is proportional to the values they represent.

## 21 | ANALYZING THE DATA – FROM A BAR CHART TO A BOX PLOT (CONT.)



*This is the corresponding box plot*

Box plots capture 5 key measurements: median, minimum, maximum, and lower and upper quartile.

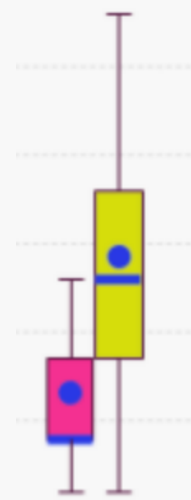
- Median: the middle value of the dataset.
- Lower quartile: the position where 25% of data falls below.
- Upper quartile: the position where 75% of data falls below.
- Whisker: Long lines coming out of the box that extend to the minimum and maximum.

We also added the average value (or mean) represented as a closed circle to enable comparison with other published data.

NOTE: To facilitate visualisation, points considered outliers by the Tukey's rule were not included in the box plots.

## 22 | HOW TO COMPARE BOX PLOTS

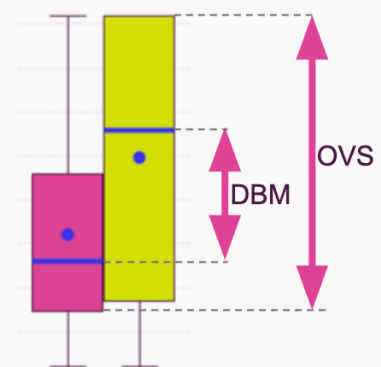
Case #1 – If the boxes don't overlap, then there is a difference between groups.



Case #2 – If the median of one group lies outside the box of the other group, there is likely to be a difference.



Case #3 – If the medians lie within the overlap of the two boxes, there is likely to be a difference between two groups if the ratio of the distance between medians (DBM) and the overall visible box spread (OVS) is more than 0.33 for a size of 30 values, 0.2 for a size of 100, and 0.1 for a size of 1,000 [source].



## HOUSEHOLD CHORES



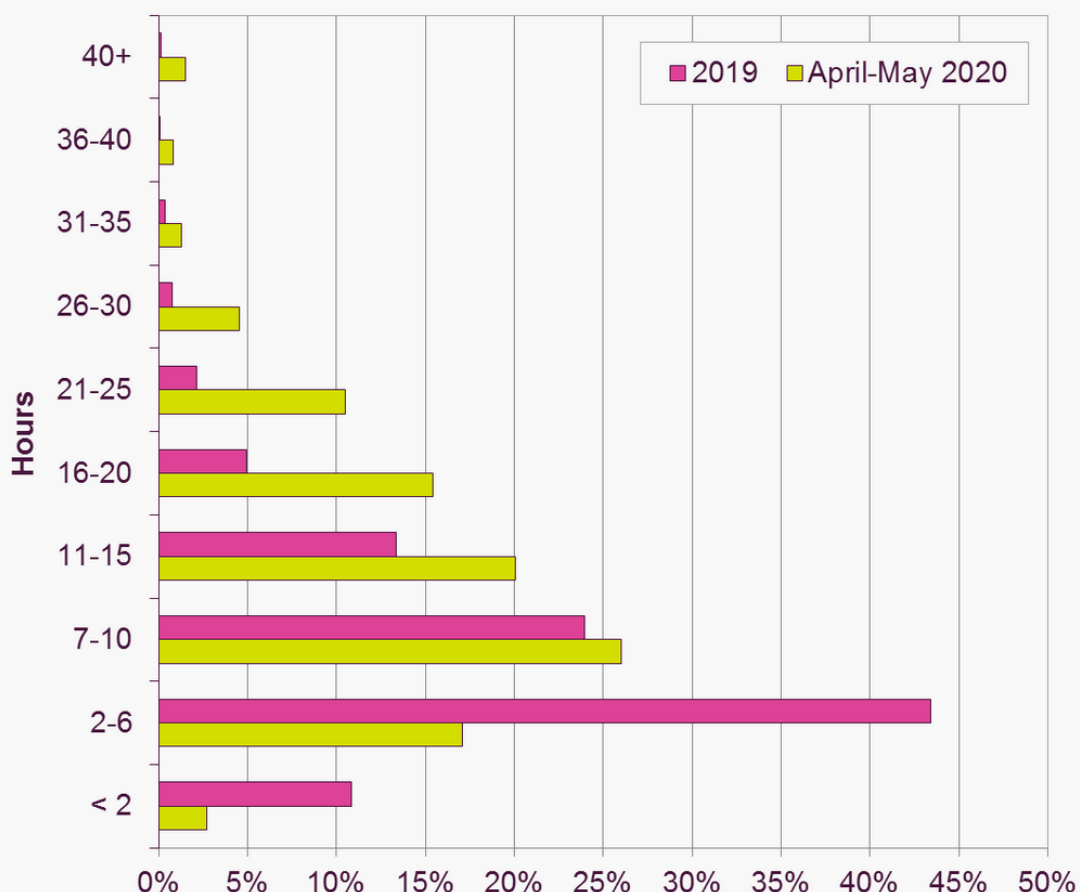
## 24 | PROFESSIONAL WOMEN AND HOUSEHOLD CHORES

Prior to COVID-19, 43% of respondents reported working on household chores between 2 and 6 hours per week.

During COVID-19, the weekly effort towards household chores increased, the median value shifting to 7-10 hours a week.

The data also revealed that the impact of the lockdowns on household chores effort was far from uniform among our respondents. 51% of women reported dedicating between 11 and 30 hours a week. Notably, 2% reported more than 40 hours/week towards household chores.

**Weekly hours spent on household chores**



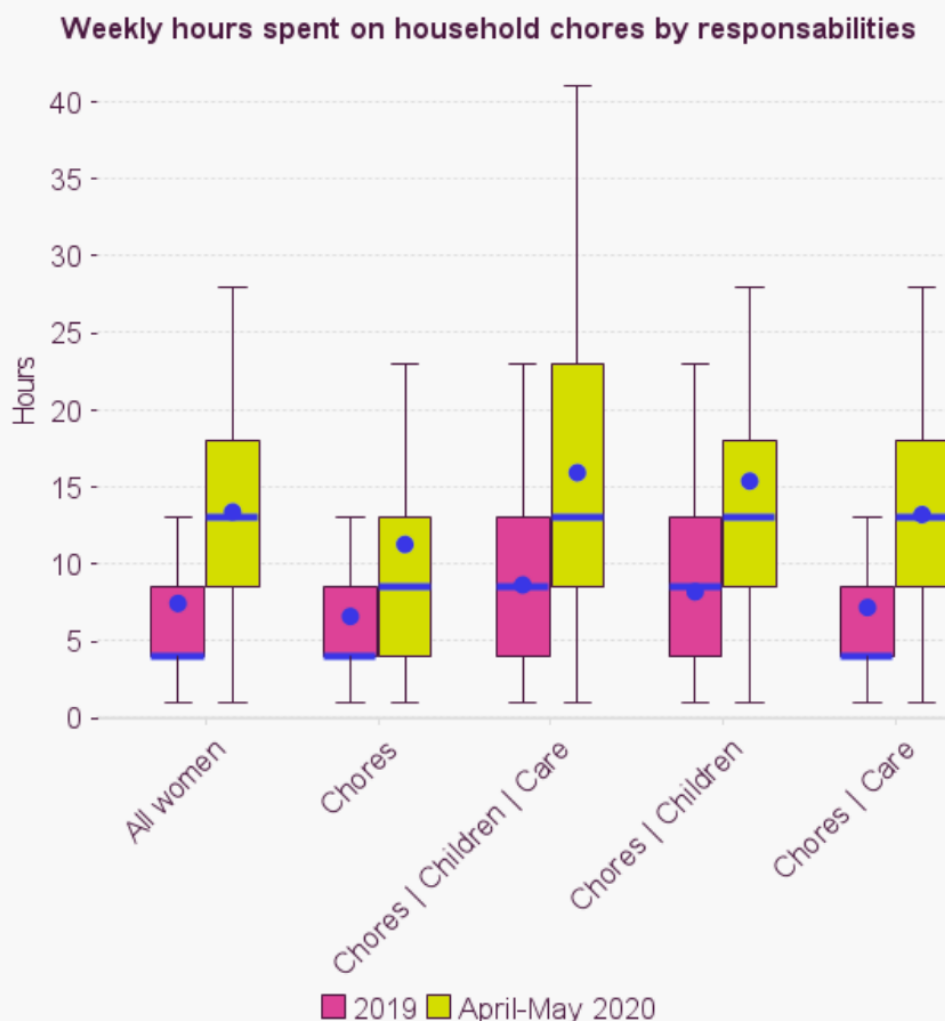


## 25 | HOUSEHOLD CHORES AND CARING FOR OTHERS

In April-May 2020, women without children or caregiving responsibilities (label as **Chores** below) increased effort towards household chores to a median of 7-10 hrs/week and a maximum value of 21-25 hrs/week.

For professional women with additional caring responsibilities (Chores | Care), the effort towards household chores shifted to a median of 11-15 hrs/week.

Whilst for women with either children or caregiving duties the maximum reported was 26-30 hrs/week, the maximum value shifted to over 40 hrs/week for women with both children and caregiving responsibilities.



*The amount of hours dedicated to household chores increased with the caregiving responsibilities. During the pandemic, women with children and caregiving responsibilities reported a median value of 11-15 hrs/week and a maximum value greater than 40 hrs/week.*

## 26 | HOUSEHOLD CHORES AND DIVISION OF WORK

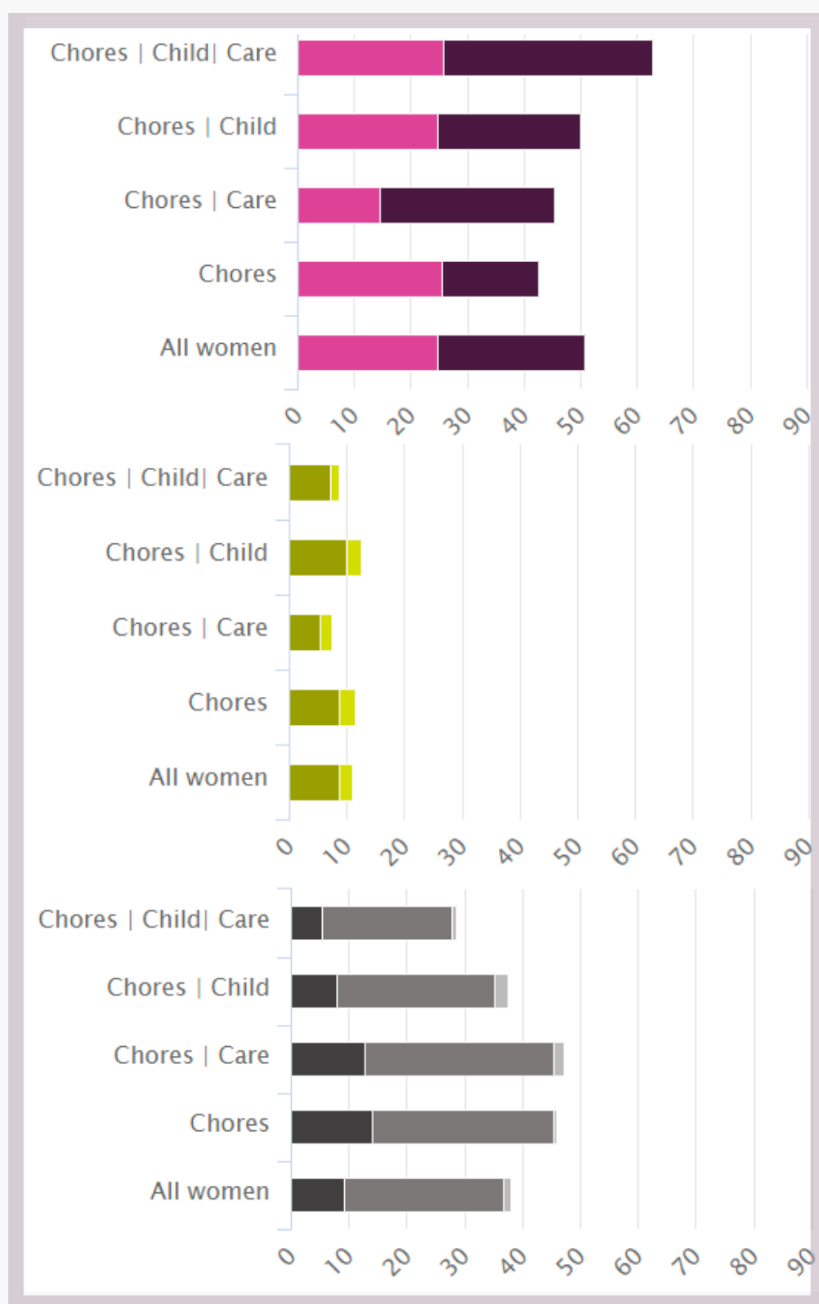
The women experiencing the most adverse distribution of household tasks were those fulfilling both caregiving and schooling/nursing responsibilities (63%), followed by those with children (50%), women with caregiving responsibilities (44%), and those without children or caregiving duties (43%).

Only 22% of respondents with children and caregiving responsibilities reported an egalitarian share of the additional household chores during the pandemic.

This gendered distribution of labor in the household is in agreement with other survey studies on US patterns of unpaid care and domestic work during COVID-19.



## 27 | HOUSEHOLD CHORES AND DIVISION OF WORK (CONTD.)



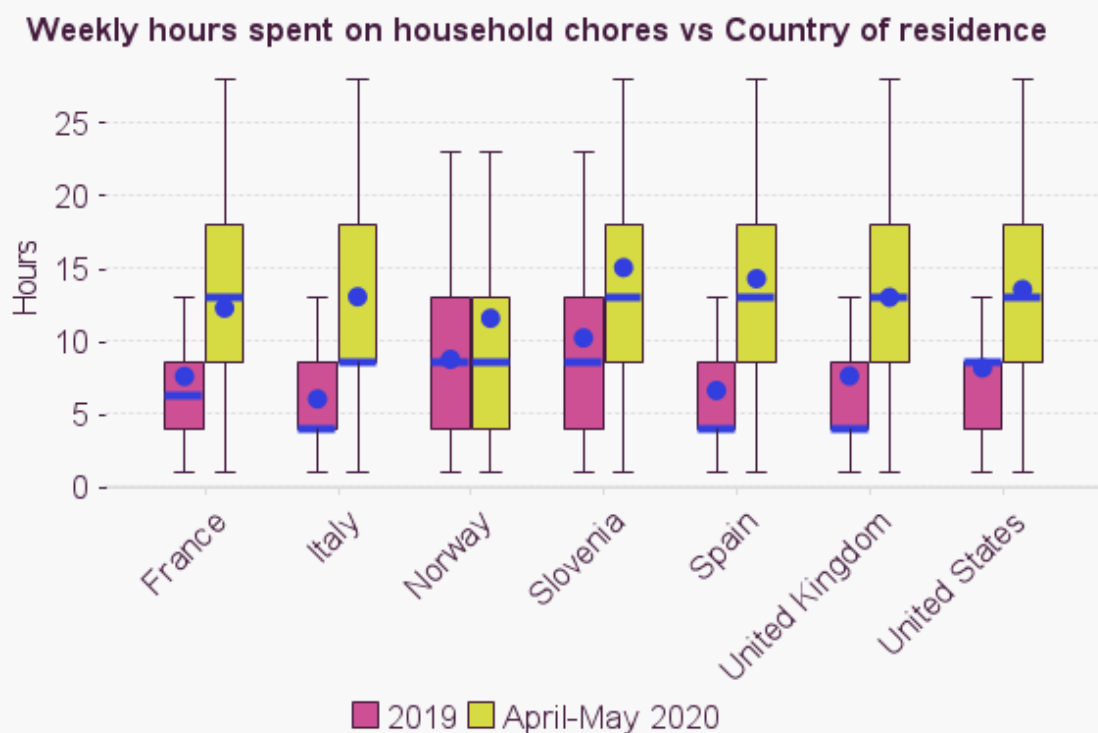
***51% of professional women reported that they bore the brunt of the additional household duties during the pandemic. Only 11% reported that their partners assumed most of the supplementary effort.***

- Time spent in household chores increased much more for me than for my partner
- Time spent in household chores increased more for me than for my partner
- Time spent in household chores increased much more for partner than for me
- Time spent in household chores increased more for partner than for me
- Time spent in household chores decreased for me and my partner
- Time spent in household chores increased equally for me and my partner
- No changes comparing 2019 and April-May 2020

## 28 | HOUSEHOLD CHORES AND COUNTRY OF RESIDENCE

With the exception of Norway, all the other 6 countries showed a comparable behavior during COVID-19 regarding the weekly effort towards household chores: (a) the mean value increased by at least 4 hrs/week, (b) a wider range of experiences, with respondents working up to 26-30 hrs/week.

For those living in Norway the pandemic did not appear to alter the household chores workload. Could that correlate with the distribution of household chores between couples?

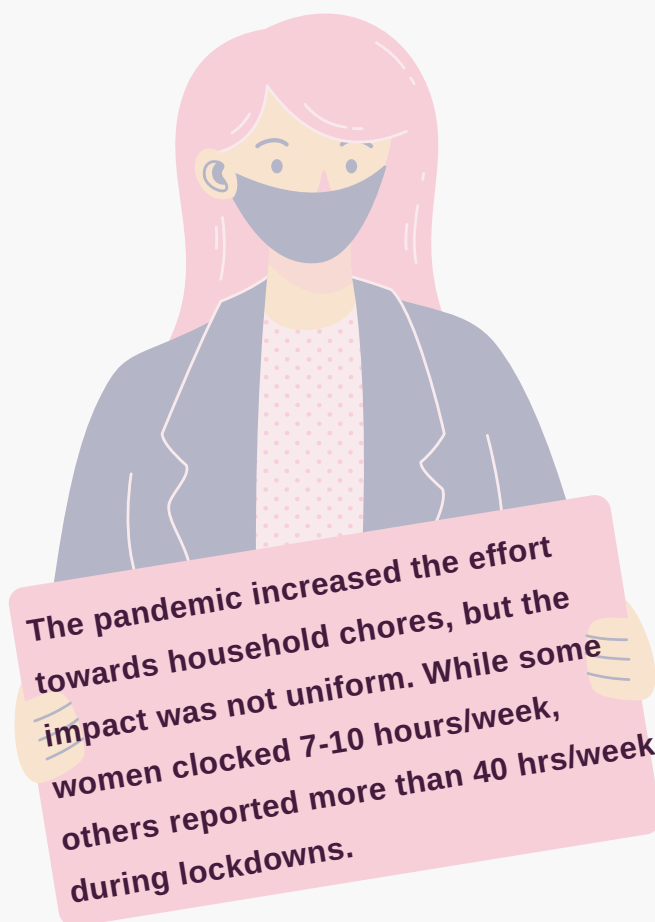


***"Professional women in France, Italy, Slovenia, Spain, the United Kingdom, and the United States dedicated up to the equivalent of 26-30 hrs/week to household chores during COVID-19 lockdown."***

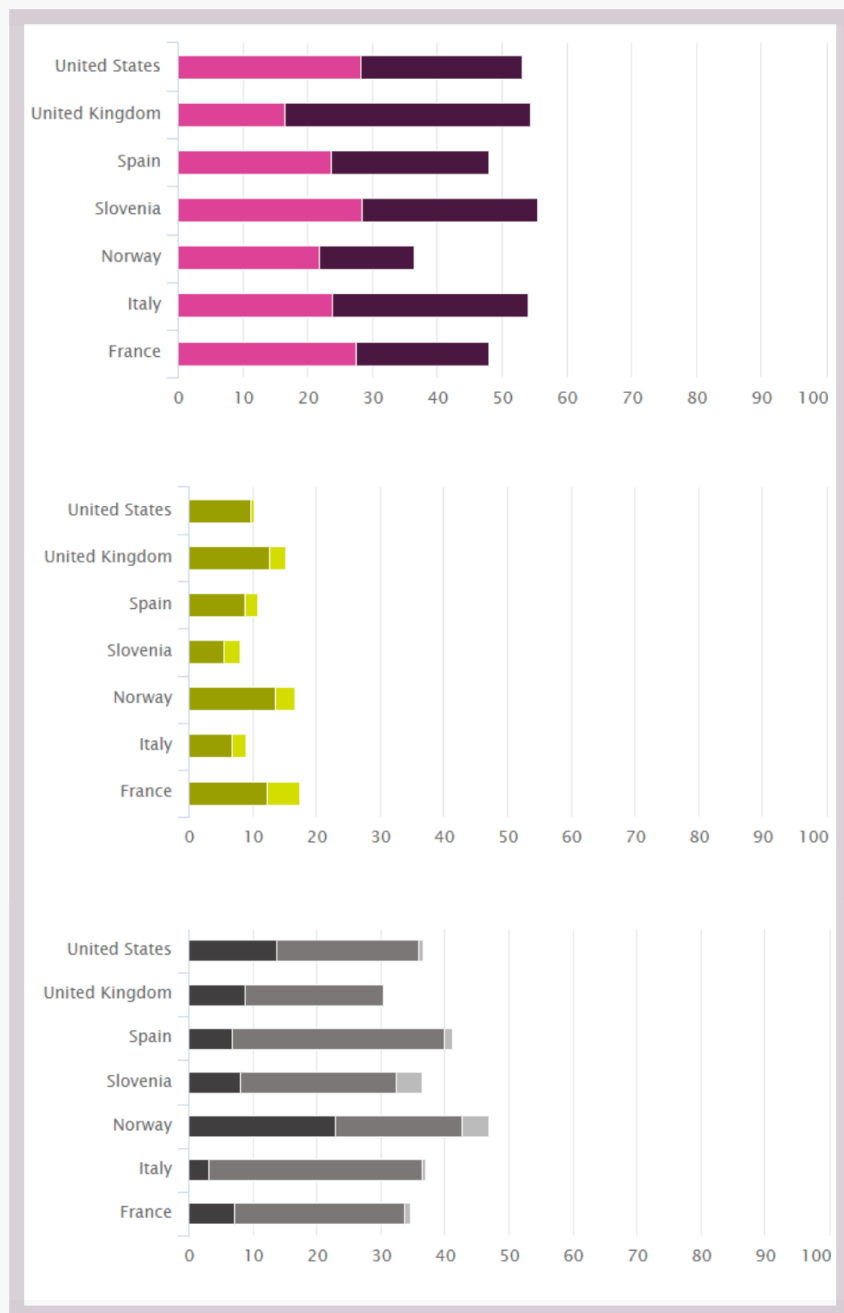
## 29 | HOUSEHOLD CHORES AND DIVISION OF WORK BY COUNTRY OF RESIDENCE

About 50% of professional women in the US, the UK, Spain, Slovenia, Italy, and France reported that they shouldered the brunt of household tasks at home when compared with their partners.

In Norway, only 37% of women reported higher contribution than their partners. Irrespective of the country of residence, less than 20% of the respondents' partners spent more time on household chores than them. It's encouraging to observe that in Italy and Spain 33% of women reported that the increase in household chores had been equally split.



## 30 | HOUSEHOLD CHORES AND DIVISION OF WORK BY COUNTRY OF RESIDENCE



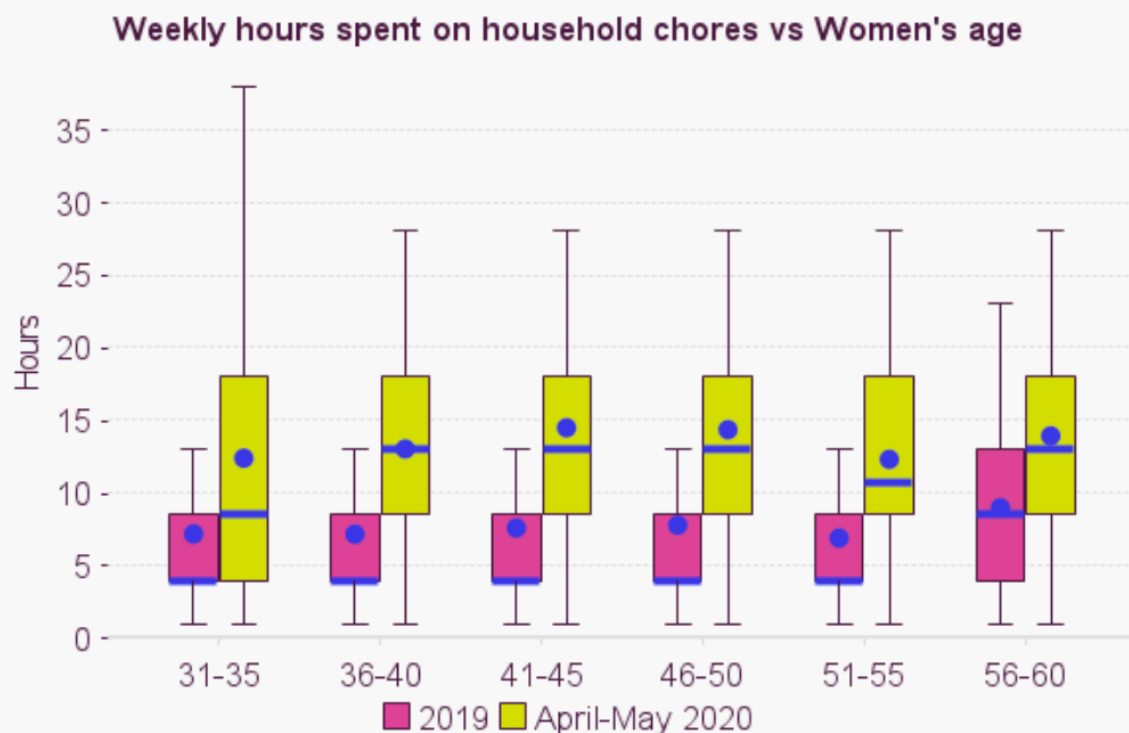
*"With the exception of Norway, in the US and Europe professional women bore the brunt of the increase in household chores during the pandemic."*

- Time spent in household chores increased much more for me than for my partner
- Time spent in household chores increased more for me than for my partner
- Time spent in household chores increased much more for partner than for me
- Time spent in household chores increased more for partner than for me
- Time spent in household chores decreased for me and my partner
- Time spent in household chores increased equally for me and my partner
- No changes comparing 2019 and April-May 2020

## 31 | HOUSEHOLD CHORES AND WOMEN'S AGE

Before lockdown, women in the 31-55 age range reported a median of 2-6 hrs/week and a maximum of 11-15 hrs/week. Women in the 56-60 age range reported higher values: 7-10 hours/week and a maximum of 21-25 hrs/week.

The lockdowns consistently increased the effort towards household chores. Again, it's important to note the variability among women's experiences. Women in the 31-35 age range reported up to 36-40 hrs/week during the pandemic, with older women reporting up to 26-30 hrs/week.



***"Covid-19 increased the overall effort towards household chores for all professional women, irrespective of their age. Women in the 31-35 age range reported the highest effort: Up to a full workweek."***

## 32 | HOUSEHOLD CHORES AND DIVISION OF WORK BY WOMEN'S AGE

*Irrespective of their age, women bore the increase on household chores during lockdowns.*

More than half of the professional women between 36 and 55 years old reported that the increase in their effort towards household chores was higher than that of their partner's. This trend was the most significant for women in the 41-45 age range (60%).

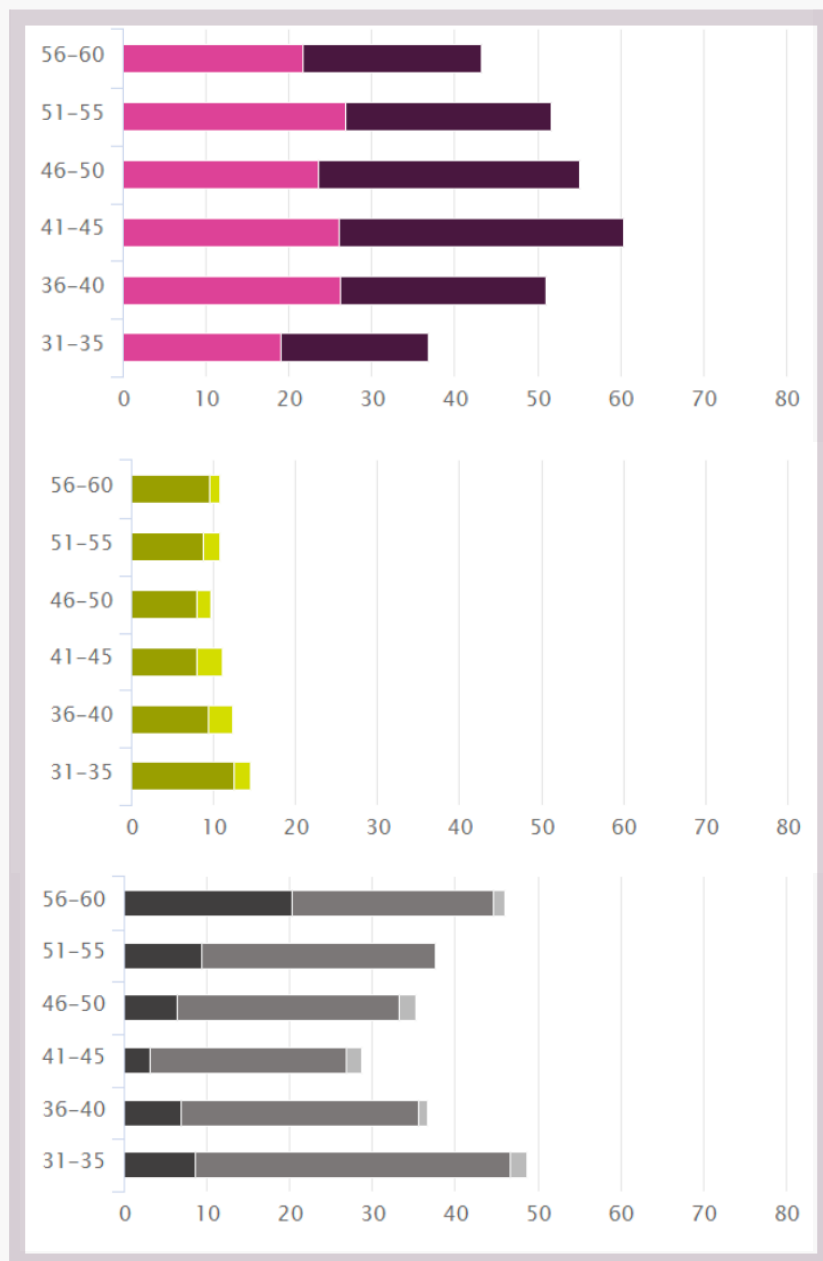
Women between 31 and 35 reported the most egalitarian repartition of household chores: 37% contributed more than their partners whilst 38% reported similar increase in effort for both partners.

Note that less than 15% of partners bore the increase of effort towards these activities, independent of the woman's age.





### 33 | HOUSEHOLD CHORES AND DIVISION OF WORK BY WOMEN'S AGE (CONT.)

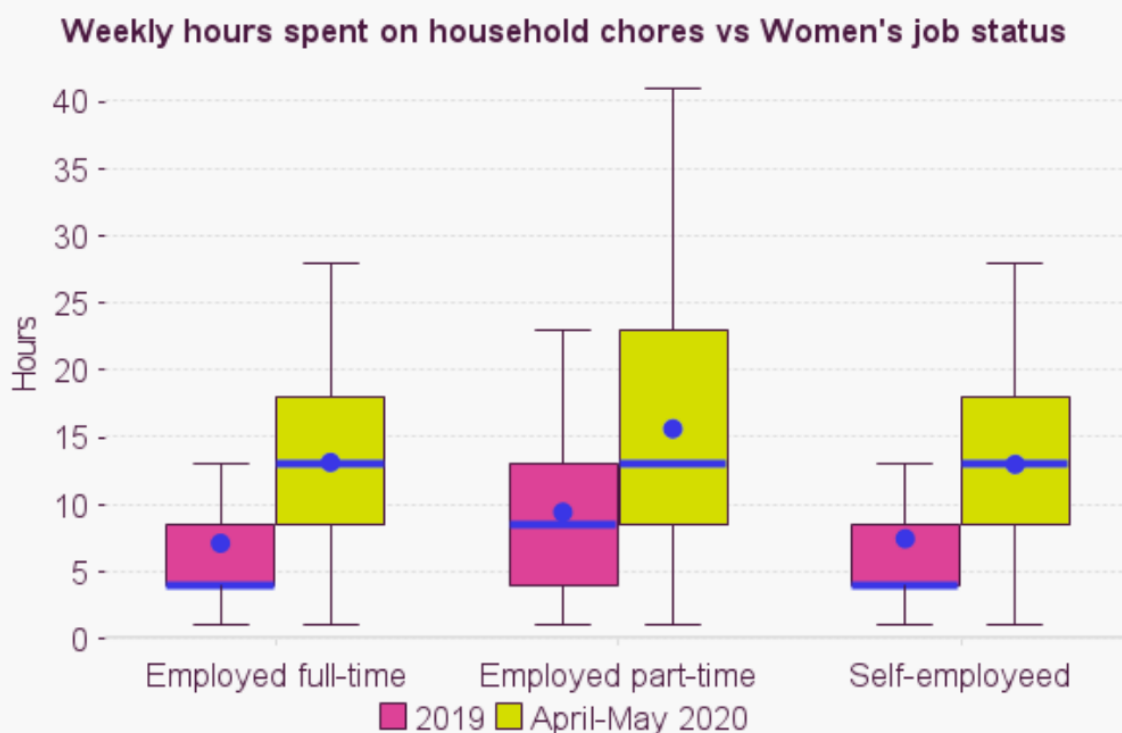


*Younger women reported a more egalitarian distribution of the additional effort in household tasks caused by the lockdown.*

- Time spent in household chores increased much more for me than for my partner
- Time spent in household chores increased more for me than for my partner
- Time spent in household chores increased much more for partner than for me
- Time spent in household chores increased more for partner than for me
- Time spent in household chores decreased for me and my partner
- Time spent in household chores increased equally for me and my partner
- No changes comparing 2019 and April-May 2020

## 34 | HOUSEHOLD CHORES AND JOB STATUS

Lockdowns increased the household work for women employed full-time, part-time, and self-employed to a median of 11-15 hrs/week. There is also a very noticeable increase regarding the maximum values: 26-30 hrs/week for full-time and self-employees, whereas part-time workers report up to 40+ hrs/week dedicated to household chores.



***COVID-19 lockdowns increased the time dedicated to household chores for all professional women, irrespective of career level, with women employed part-time reporting the highest effort.***

## 35 | HOUSEHOLD CHORES AND DIVISION OF WORK BY JOB STATUS

Almost 50% of self-employed and full-time employed women indicated that they bore most of the additional household work during lockdown when compared with their partners.

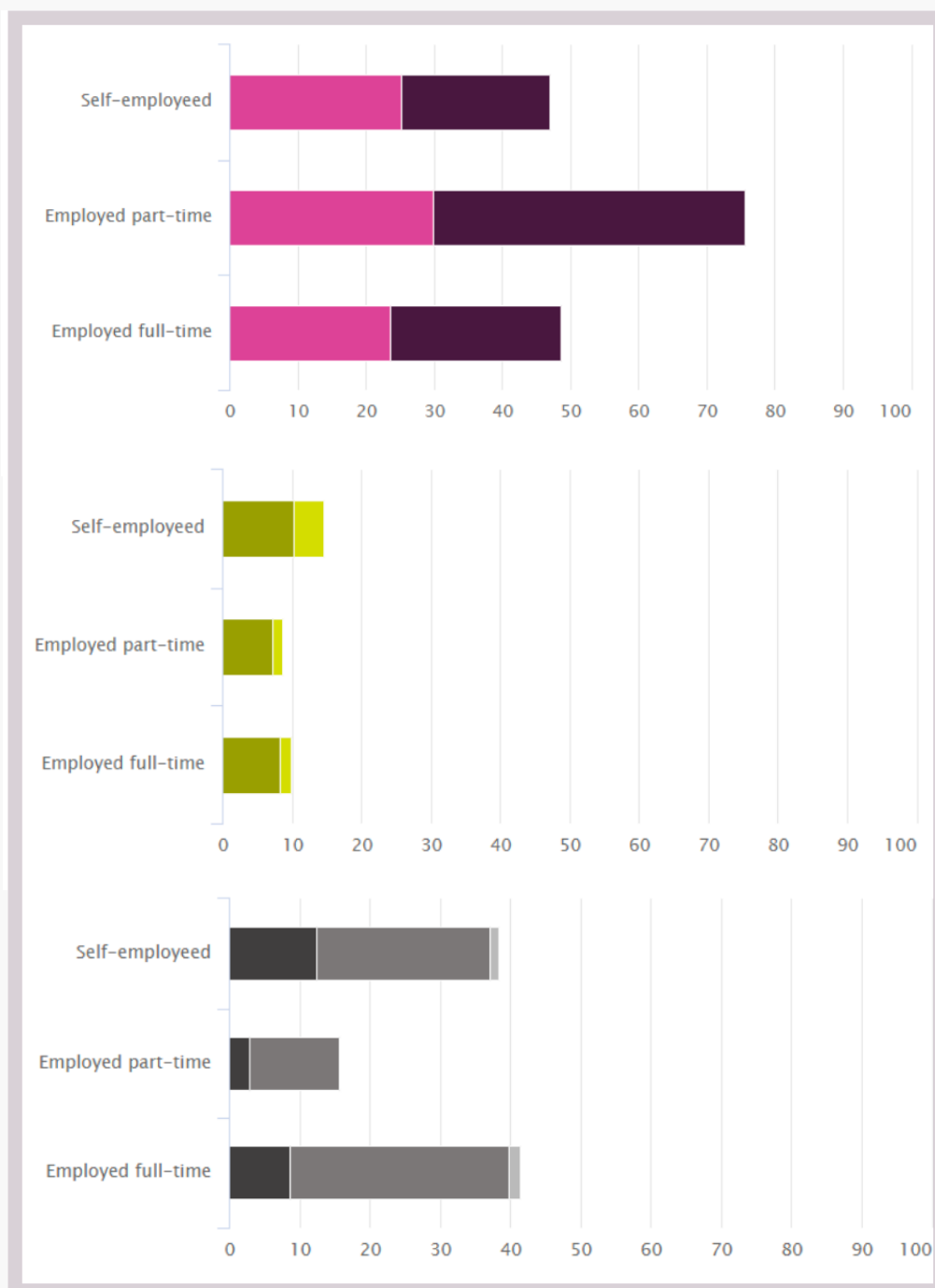
About 40% of them reported an egalitarian distribution of work or no impact. The picture is more extreme for women employed part-time: 76% reported shouldering most of the supplementary household tasks during lockdowns. Only for 16% of them there were either no changes or the increase in household workload was similar for both partners.

These results are in alignment with the report [Women in the Workplace 2020](#) by LeanIn.org and McKinsey: 51% of women working in US corporations reported they were responsible for most of the household labor compared to 16% of men bearing the full or larger responsibility.

***76% of part-time female employees reported that the increase of their effort towards household chores during lockdown was higher than for their partners.***



## 36 | HOUSEHOLD CHORES AND DIVISION OF WORK BY JOB STATUS (CONT.)



*Irrespective of the women's job status, less than 20% of partners shouldered most of the supplementary household tasks during lockdowns.*

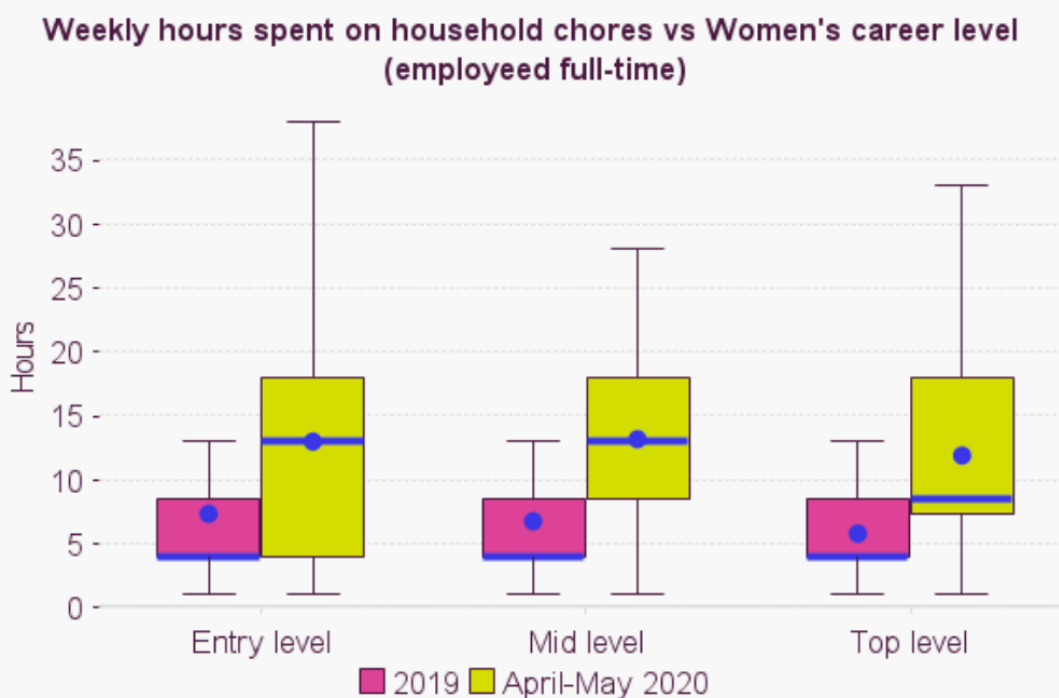
- Time spent in household chores increased much more for me than for my partner
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- Time spent in household chores increased more for partner than for me
- Time spent in household chores decreased for me and my partner
- Time spent in household chores increased equally for me and my partner
- No changes comparing 2019 and April-May 2020

## 37 | HOUSEHOLD CHORES AND FULL-TIME EMPLOYED WOMEN

***Full-time employed women were not spared by COVID-19: Their hours dedicated to household chores increased during lockdown, irrespective of their career level. Those at entry and top levels reported the broader range of experiences.***

Full-time employees at all career levels increased their effort towards household chores during the pandemic, even those at executive level.

Note that entry level employees reported the largest breadth of impact during the lockdowns, with a maximum of 36-40 hrs/week. Whilst the median value for top level employees during lockdown is slightly lower (7-10 hrs/week) than that at lower career levels (11-15 hrs/week), it's noteworthy that they reported up to a maximum of 31-35 hrs/week dedicated to household chores.



## 38 | HOUSEHOLD CHORES AND DIVISION OF WORK FOR FULL-TIME EMPLOYEES BY CAREER LEVEL

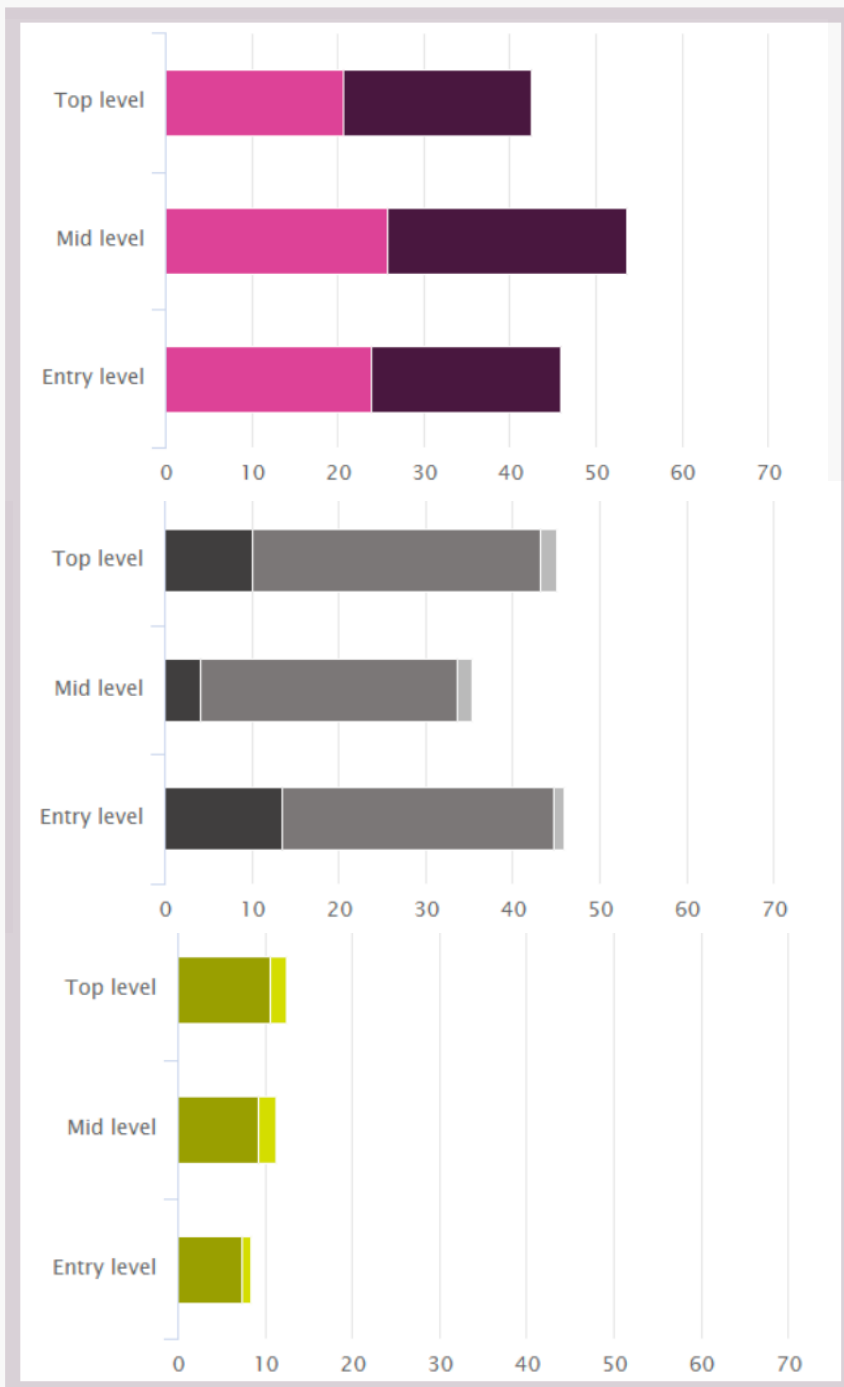
*More than 40% of full-time senior professional women reported to bear the brunt of the household tasks. Only about 10% indicated that their partners performed most of the additional effort during lockdowns.*

Full-time employees occupying mid-level career positions reported the highest gendered repartition of the additional household work triggered by the pandemic: 56% indicated to bear the brunt of the increase.

The situation was far from perfect for entry and top-level full-time employed professional women: More than 40% of women reported to bear a higher burden than their partners, with a similar value reporting an egalitarian distribution of additional tasks.



## 39 | HOUSEHOLD CHORES AND DIVISION OF WORK FOR FULL-TIME EMPLOYEES BY CAREER LEVEL (CONT.)



*About 40% of top-level full-time employed professional women reported to bear the brunt of the additional household work when compared to their partners during lockdowns. Other 40% reported an egalitarian distribution of the additional tasks.*

- Time spent in household chores increased much more for me than for my partner
- Time spent in household chores increased more for me than for my partner
- Time spent in household chores increased much more for partner than for me
- Time spent in household chores increased more for partner than for me
- Time spent in household chores decreased for me and my partner
- Time spent in household chores increased equally for me and my partner
- No changes comparing 2019 and April-May 2020

## 40 | HOUSEHOLD CHORES - DETAIL

*As result of the pandemic, professional women undertook additional household tasks. The only exception was shopping, which decreased during lockdowns*

We hypothesized that professional women would be undertaking a broader set of household activities during lockdowns. The Wilcoxon signed ranks test showed that, with the exception of shopping, women took up new household activities as a result of the COVID-19 pandemic.

The increase in the type of tasks can be explained by factors such as losing the possibility to outsource the work (e.g. cleaning personnel unable to access the home) and tasks triggered by the lockdowns (e.g. cooking and washing dishes for lunch for all the family during workdays).

The decrease in shopping during lockdown could be linked to

- The mobility restrictions, which prompted shopping online and/or may have been performed by partners
- Stockpiling and buying in bulk, which could be related to availability becoming a priority for shoppers
- Long delivery times
- An increase in food subscriptions

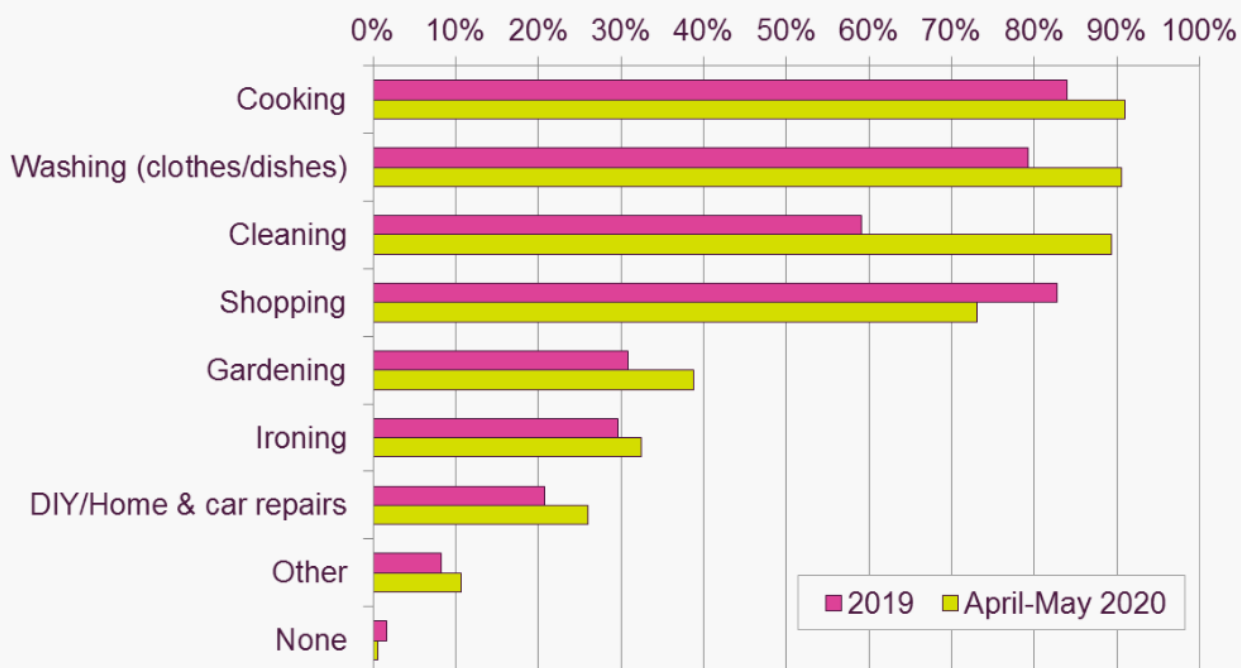


## 41 | HOUSEHOLD CHORES - DETAIL (CONT.)

Other important considerations are:

- During the pandemic, people spent less money overall.
- Shopping has already been reported elsewhere as the most male-dominated care and domestic activity in the US during the lockdowns.

**Household chores performed by professional women**



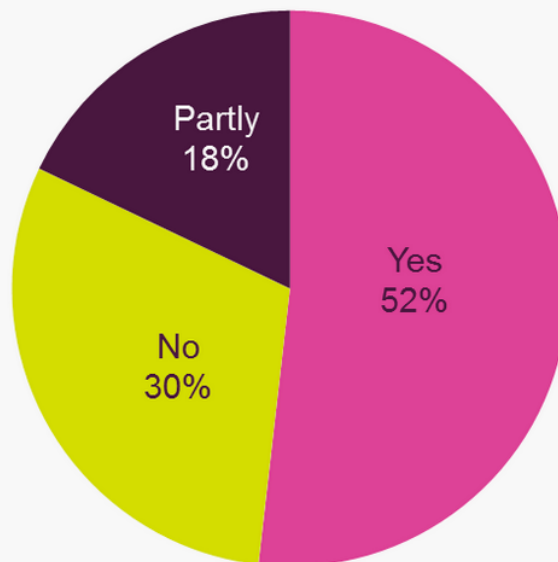
## SCHOOLING AND NURSING



## 43 | SCHOOLING AND NURSING

*61% (799) of the surveyed professional women had at least one children.*

**Have you undertaken homeschooling/nursing activities in April-May 2020?**

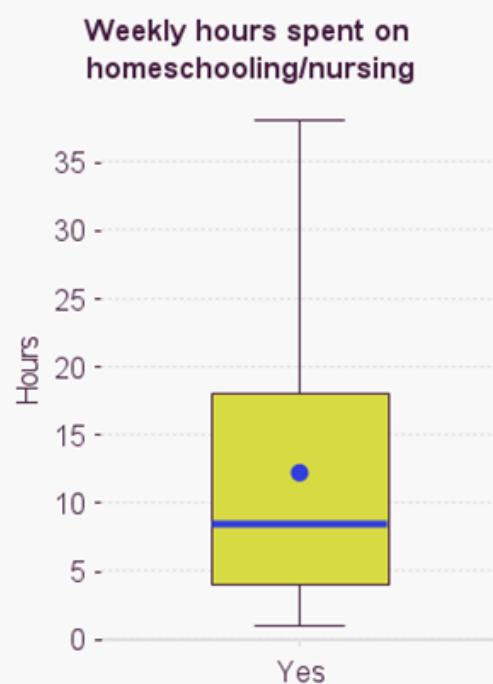
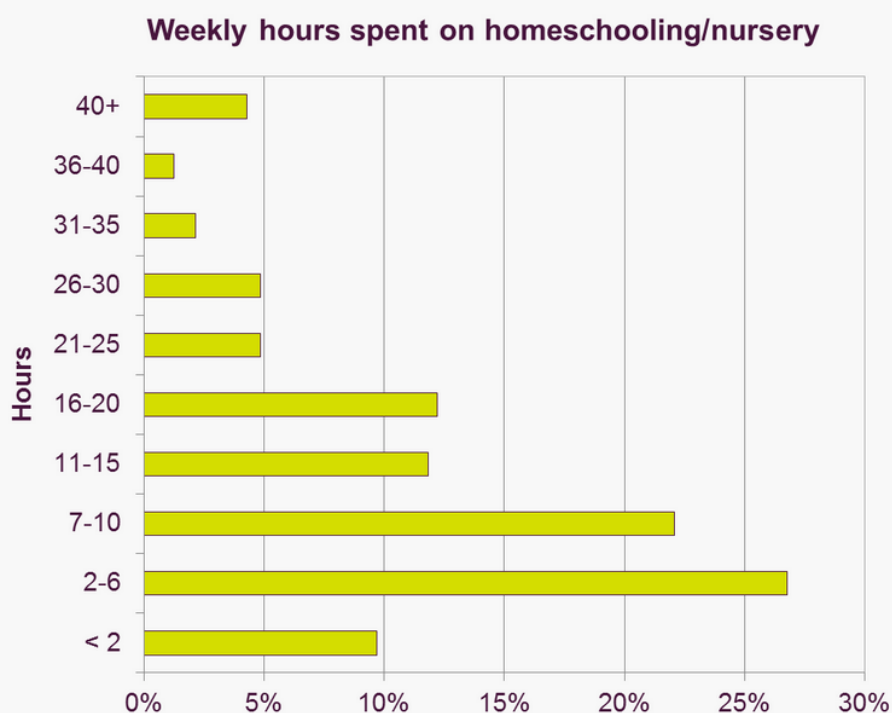


*From them, 70% (557) undertook fully (52%) or partially (18%) schooling or nursing duties during the COVID-19 lockdowns.*

## 44 | SCHOOLING AND NURSING (CONT.)

*Professional women dedicated non-negligible effort towards schooling and nursing with a median value between 7 and 10 hrs/week.*

*Notably, 17% of them reported more than 20 hrs/week and 4% more than 40 hrs/week.*



## 45 | SCHOOLING AND NURSING AND WOMEN'S AGE

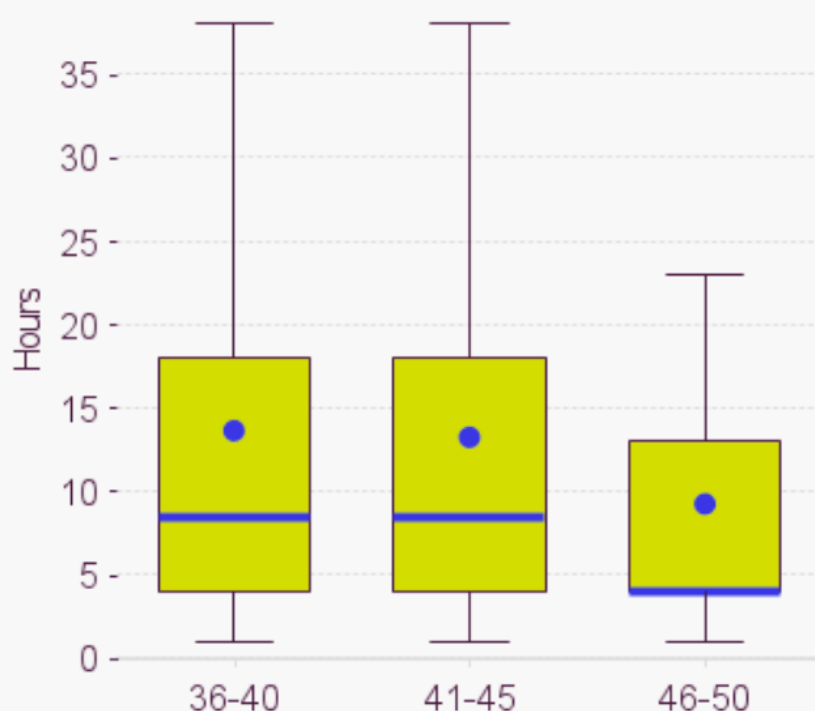
***Professional women in the 31 to 45 age range devoted up to the equivalent of a full workweek to schooling/nursing during the COVID-19 lockdown.***

Women in the 36-45 age bracket reported dedicating a median of 7-10 hrs/week to schooling/nursing and maximum values of 36-40 hrs/week.

Although to a lesser extent, women in the 46-50 age range also devoted non-negligible time to schooling/nursing, a median of 2-6 hours/week and a maximum of 21-25 hours/week. We also observe less variability in the data than for younger women.

\*The values for women aged between 25 and 34 and older than 55 are not displayed since the number of respondents was less than 5% of the total sample.

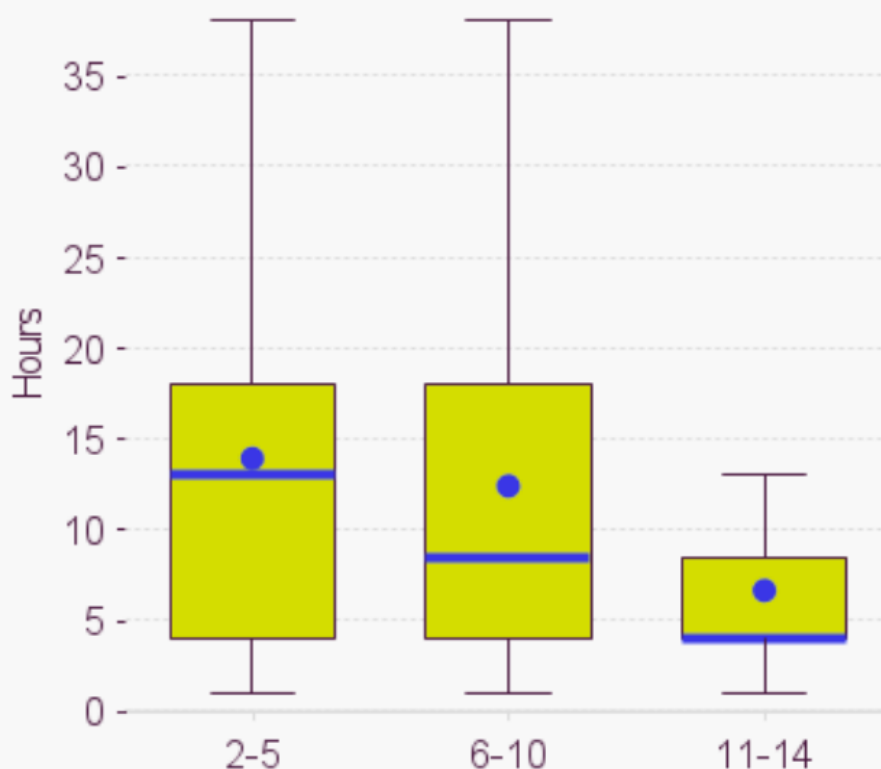
**Weekly hours spent on homeschooling/nursing  
vs Women's age**



## 46 | SCHOOLING AND NURSING AND CHILDREN'S AGE

*Children's age was a key determinant on how much time women spent on nursing/schooling activities. Professional women dedicated up to the equivalent of a full workweek on nursing/schooling for children aged 10 or younger.*

Weekly hours spent on homeschooling/nursing  
vs Youngest child's age



Professional women with children 10 or younger dedicated up to 40 hrs/week to schooling and nursing activities.

Typically, children in the 11 to 14 age range required less assistance (median 2-6 hours), with a maximum of 11-15 hours/week.

## 47 | SCHOOLING AND NURSING AND JOB STATUS

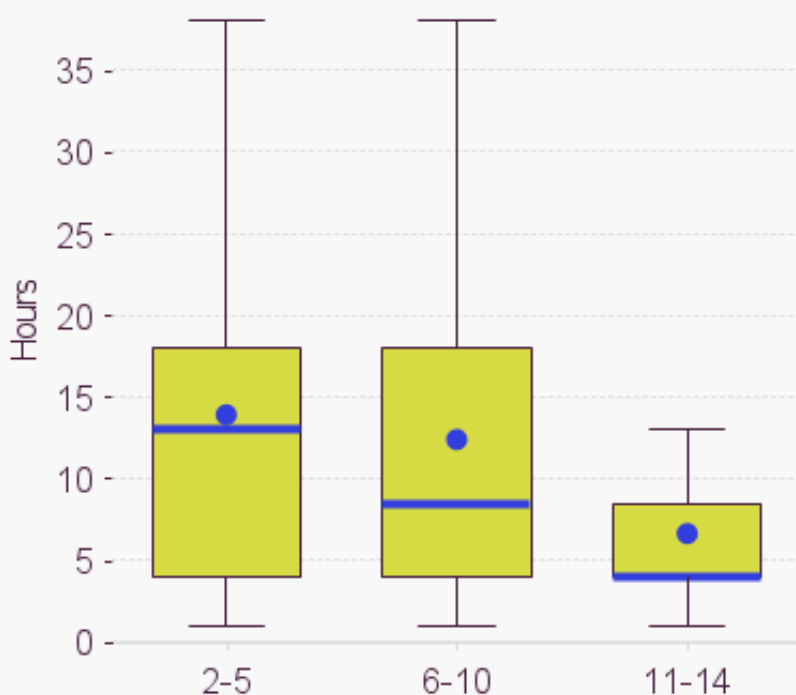
***Full-time employees dedicated up to 40 hrs/week to schooling and nursing, with a median of 7-10 hrs/week.***

Both full-time and self-employed women dedicated a median of 7 to 10 hrs/week to schooling/nursing.

There was more variability in the reports from full-time working women (maximum 36-40 hrs/week) than for those self-employed (16-20 hrs/week).

\*The values for part-time employees are not displayed since the number of respondents was less than 5% of the total sample.

**Weekly hours spent on homeschooling/nursing  
vs Youngest child's age**



## CAREGIVING



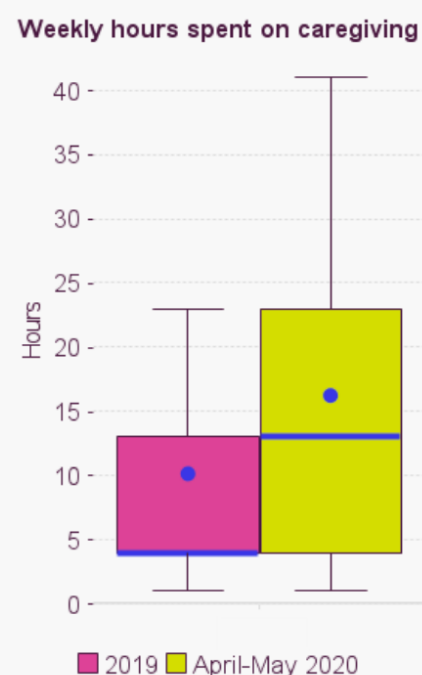
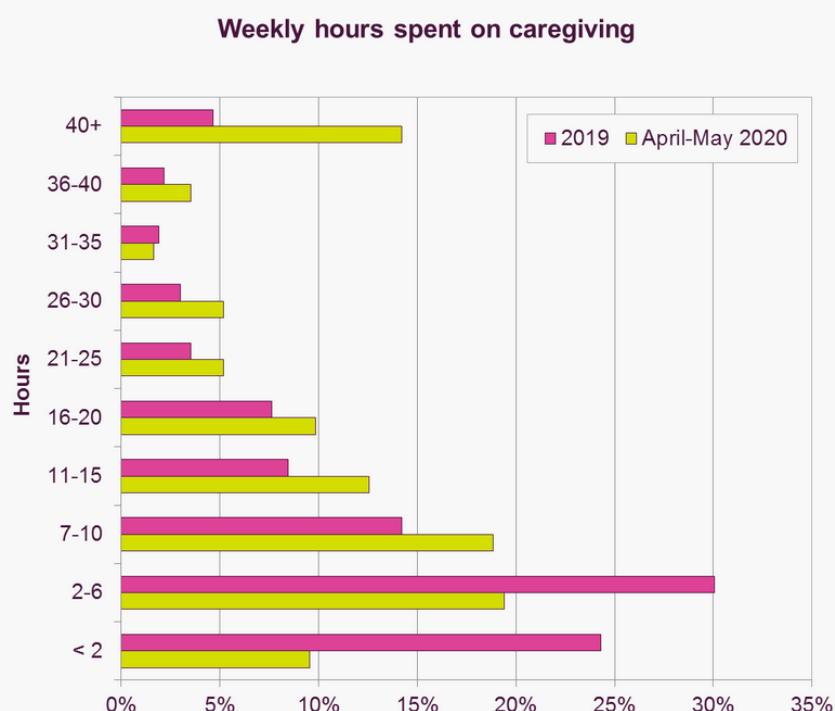


## 49 | CAREGIVING

***28% (366) of the respondents indicated performing unpaid caregiving duties, such as looking after fragile members of their inner circle. During lockdown, professional women with caregiving duties provided a median of 11-15 hrs/week in terms of unpaid care, with maximum values beyond 40 hrs/week.***

The pandemic substantially increased the unpaid caregiving duties for professional women, the median value shifting from 2-6 hrs to 11-15 hours/week.

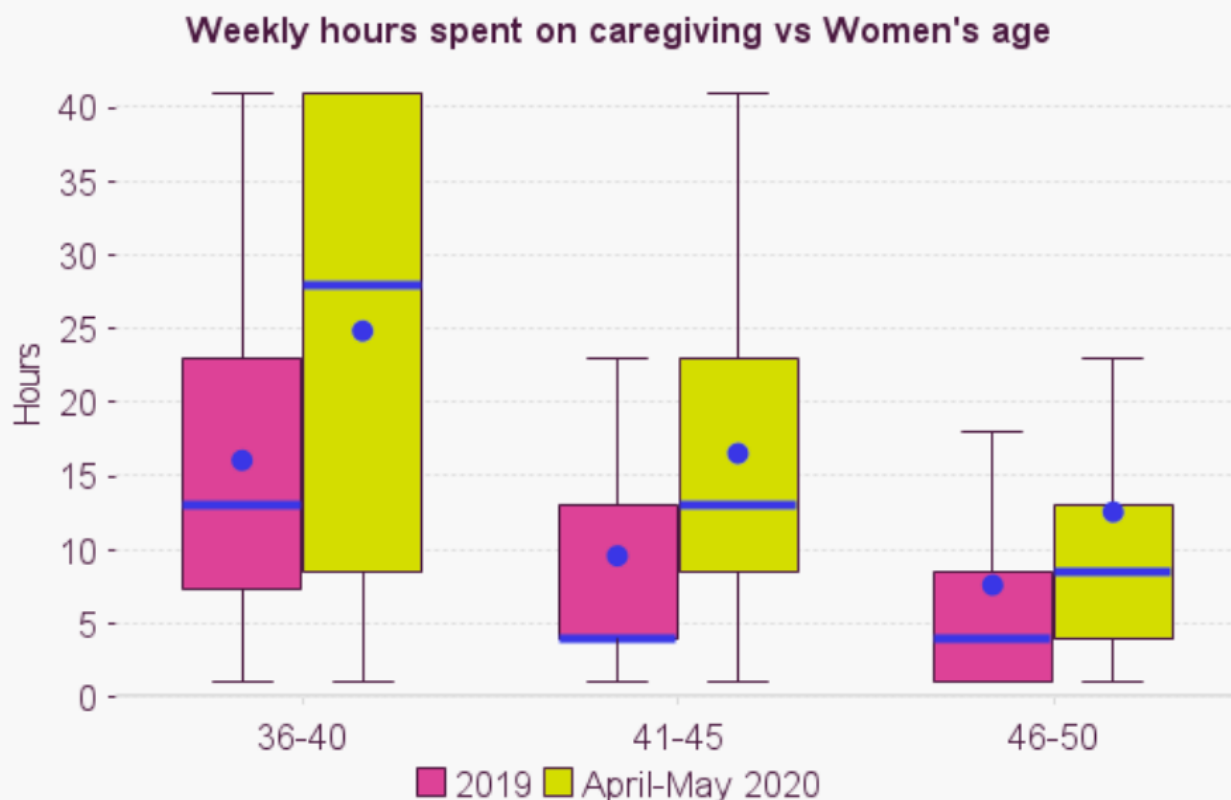
The breadth of experiences and the maximum values observed for caregiving duties are considerably higher than those reported for household chores or nursing/schooling.



## 50 | CARETAKING AND WOMEN'S AGE

Professional women in the 36 to 40 age range were already devoting a very high level of effort towards caregiving duties before COVID-19 (median of 11-15 hrs/week). The pandemic reinforced this trend shifting the median to 26-30 hrs/week and a maximum beyond the equivalent of a full workweek. It's important to highlight the very strong variability among women's experiences, indicated by the very long boxes in the plots.

For older professional women, the effort prior to COVID-19 was less intense and so was the increase during lockdown. Still, women in the 41-45 age range dedicated a median of 11-12 hrs/week and a maximum effort beyond 40 hrs/week.



## 51 | CARETAKING AND WOMEN'S AGE

The decrease in unpaid care work with age may indicate that as people age:

- There are lower expectations that they contribute to caretaking duties; that is they provide ad hoc care and/or complementary care rather than being the main carer
- They provide less care because older relatives are deceased
- They have the financial possibility to subcontract their care duties to a residence.

\*The values corresponding to ages between 21 to 35 older than 51 are not displayed since the number of respondents was less than 5% of the total sample.



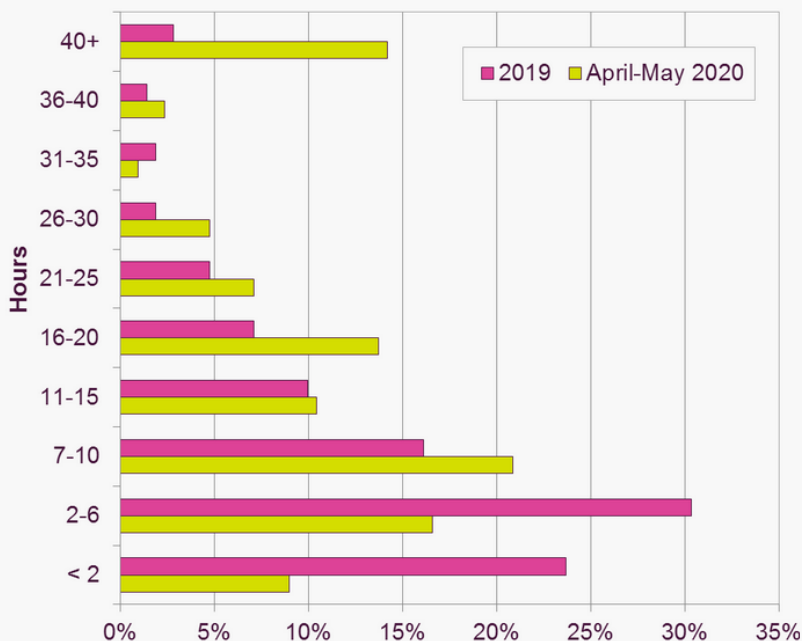
## 52 | CARETAKING AND JOB STATUS

*The pandemic increased the effort towards unpaid caregiving for full-time employed professional women (the median shifted from 2-6 to 11-15 hrs/week) and self-employed (the median shifted from 2-6 to 7-10 hrs/week).*

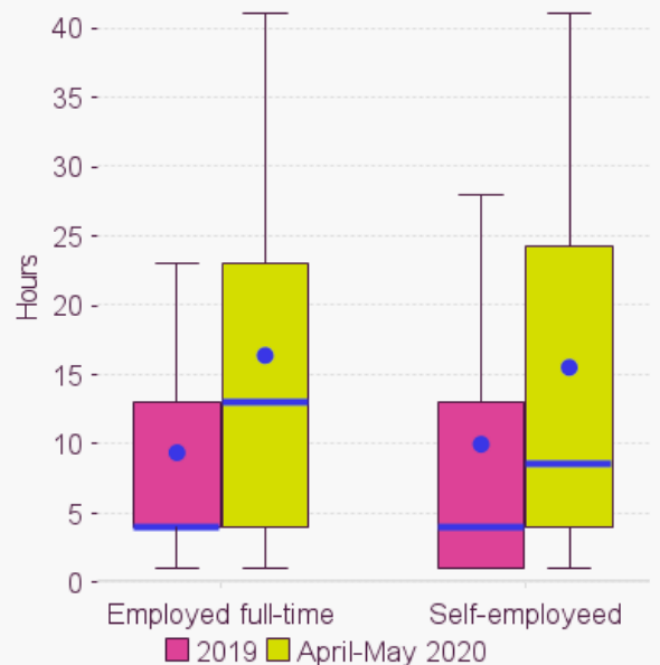
Almost 15% of full-time and self-employed unpaid carers reported more than 40 hrs/week during lockdown.

Again, it's important to highlight the very strong variability among women's experiences, indicated by the very long boxes in the plots.

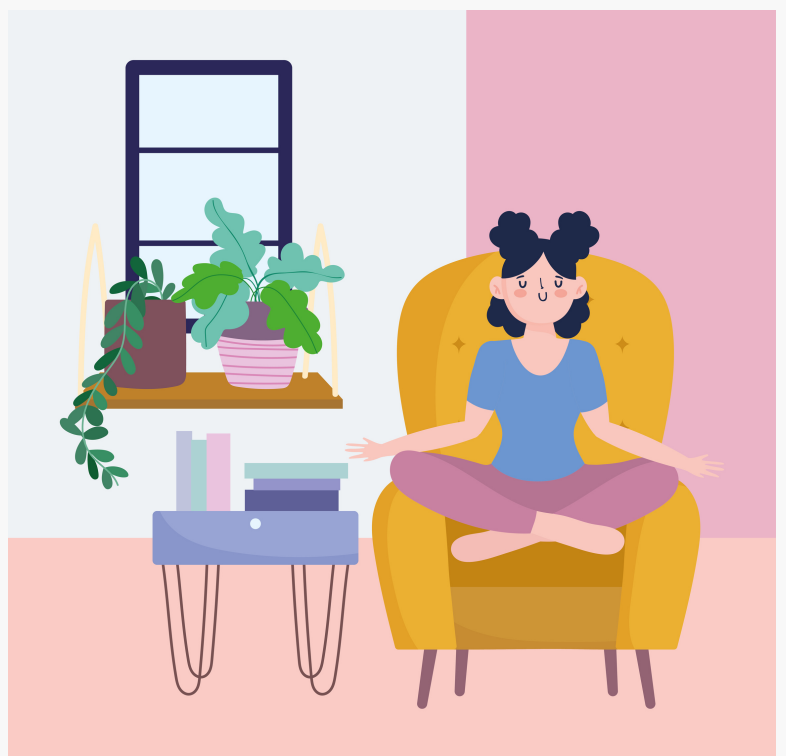
Weekly hours spent on caregiving by full-time employed women



Weekly hours spent on caregiving vs Women's job status



## LEISURE TIME



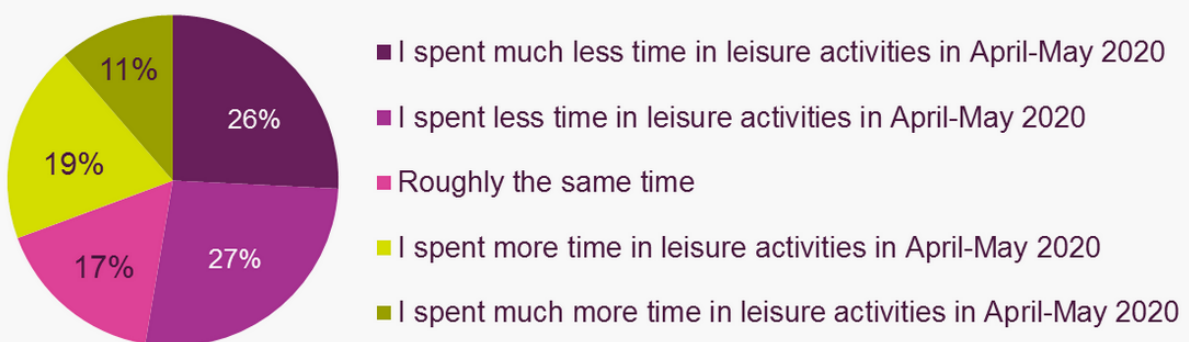
## 54 | LEISURE TIME

*The majority of professional women spent less time in leisure activities as a result of the COVID-19 pandemic. There is also a non-negligible group of women that either didn't experience changes or reported more leisure time during lockdowns.*

53% of respondents reported spending less or much less time in leisure activities during lockdown, whilst 30% reported more time or much more leisure time.

These results are aligned with previous survey studies reporting that to cope with the increase in unpaid and domestic work women sacrificed rest/sleep/self-care (32%), hobbies/creative projects (20%), and quality time with their partner (18%).

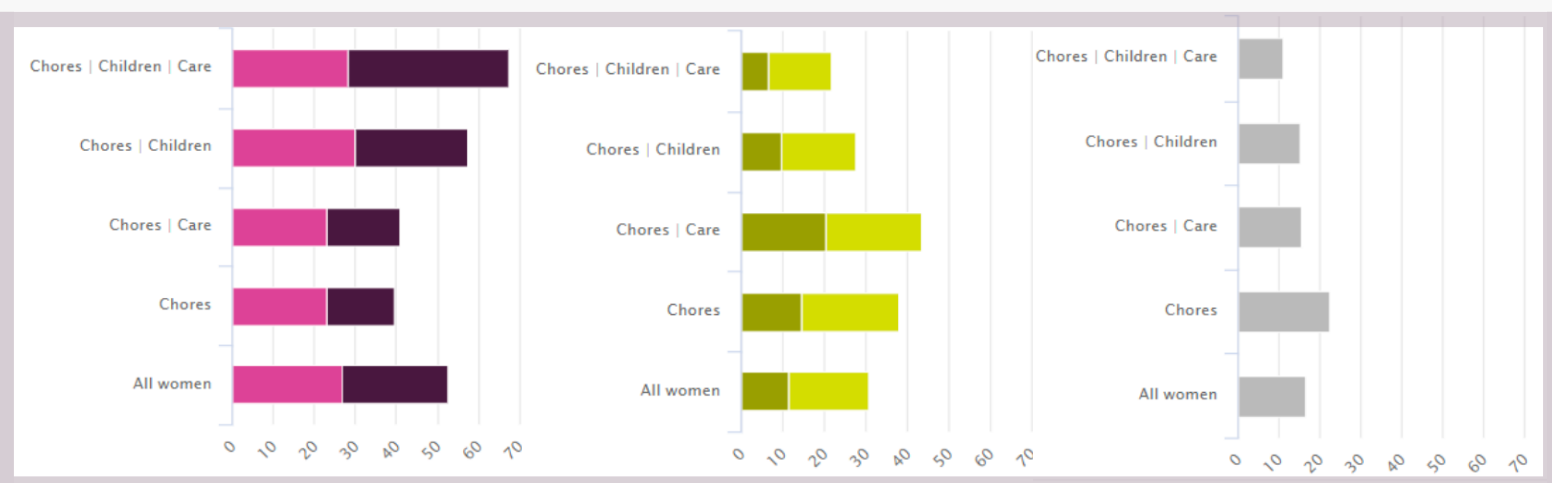
**Time spent in leisure activities in April-May 2020 compared to 2019**



## 55 | LEISURE AND RESPONSIBILITIES

The women experiencing the most adverse impact on their leisure time were those simultaneously providing caregiving and schooling/nursing (**Chores | Children | Care** in the figure below), with 68% reporting less or much less leisure time than in 2019. 57% of the women either schooling or nursing children (**Chores | Children**) reported a decrease in leisure time.

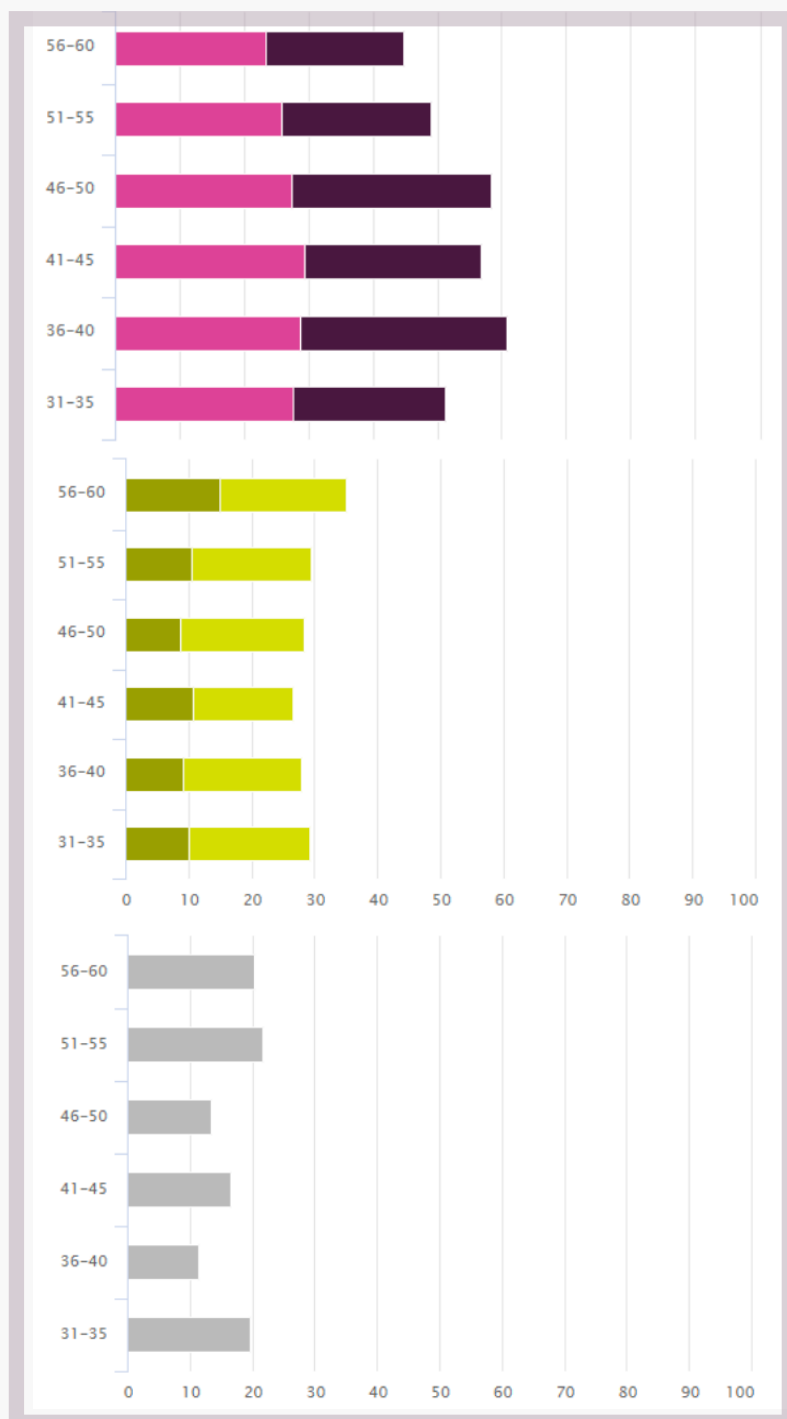
Those with a higher increase in free time were women without children or caregiving duties (labelled **Chores** at 38%) and women with caregiving responsibilities (**Chores | Care** at 42%). These trends align with those observed for couples with a more equitable distribution of household chores with their partners.



- I spent much less time in leisure activities in the last 15 days
- I spent less time in leisure activities in the last 15 days
- I spent more time in leisure activities in the last 15 days
- I spent much more time in leisure activities in the last 15 days
- Roughly the same time



## 56 | LEISURE TIME AND WOMEN'S AGE

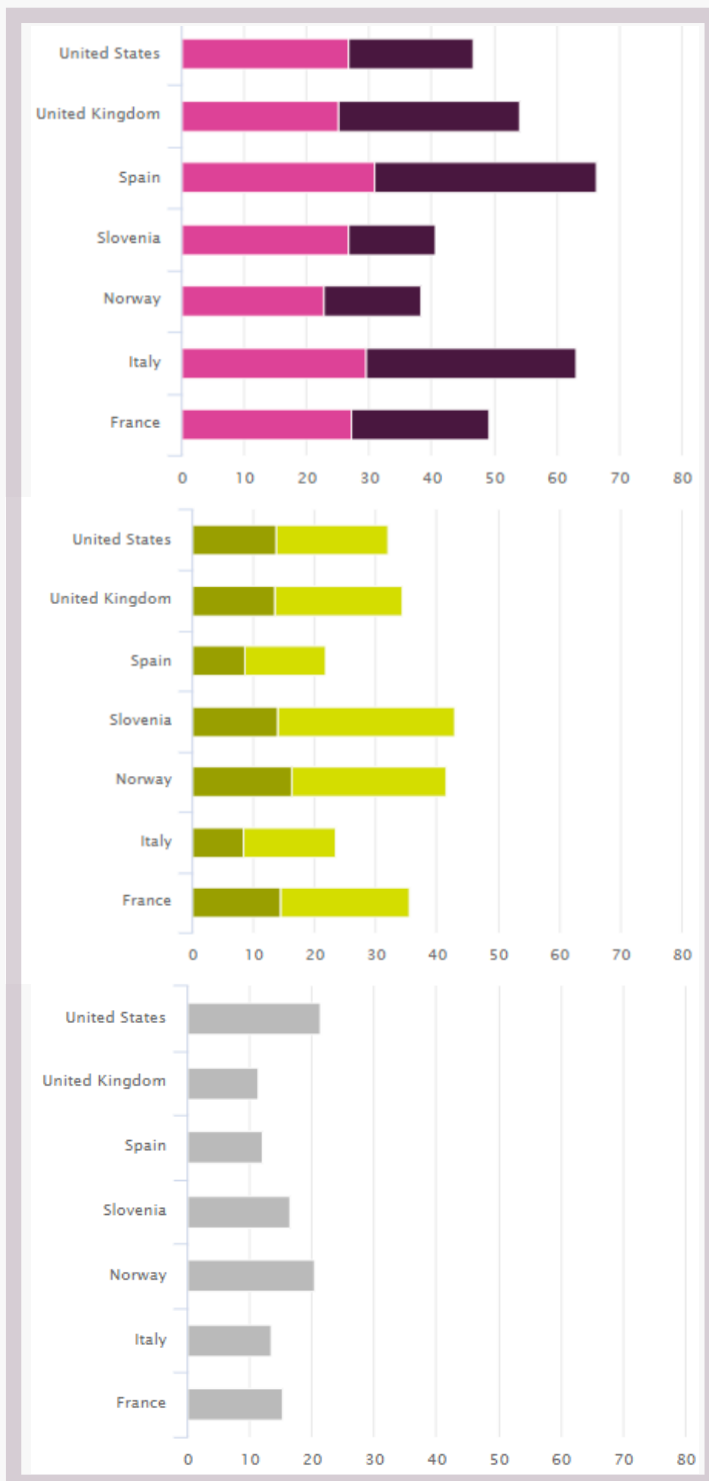


*During lockdowns, women in the 36 to 50 age range reported the highest decrease in leisure time (about 60%). Women in the 56-60 age bracket reported the lowest decrease in leisure time (45%) and the highest increase in leisure time (35%)*

- I spent much less time in leisure activities in the last 15 days
- I spent less time in leisure activities in the last 15 days
- I spent more time in leisure activities in the last 15 days
- I spent much more time in leisure activities in the last 15 days
- Roughly the same time



## 57 | LEISURE TIME AND WOMEN'S COUNTRY OF RESIDENCE



*More than 60% of women living in Spain and Italy reported a decrease in leisure time during lockdown, with only about 20% reporting more leisure time when compared with 2019.*

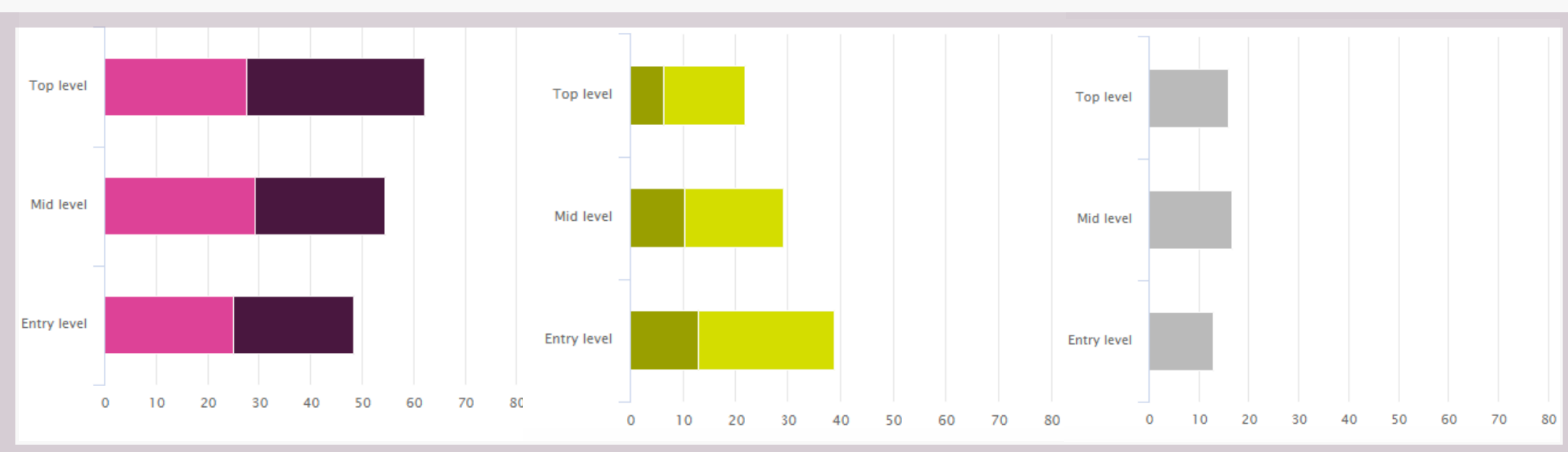
*Women living in Norway and Slovenia reported a more balanced scenario: 40% reported a decrease in leisure time while 40% reported an increase in leisure time.*

- I spent much less time in leisure activities in the last 15 days
- I spent less time in leisure activities in the last 15 days
- I spent more time in leisure activities in the last 15 days
- I spent much more time in leisure activities in the last 15 days
- Roughly the same time

## 58 | LEISURE TIME AND FULL-TIME EMPLOYEES BY CAREER LEVEL

*The negative impact of the lockdown on leisure time for full-time employees increased with their seniority level: 62% of top-level professional women said they had less leisure time, compared to 48% of entry-level respondents.*

These results support the findings of the [Women in the Workplace 2020](#) report indicating that consistently senior-level women are burning out at a higher rate than senior-level men.



- I spent much less time in leisure activities in the last 15 days
- I spent less time in leisure activities in the last 15 days
- I spent more time in leisure activities in the last 15 days
- I spent much more time in leisure activities in the last 15 days
- Roughly the same time

## THE COST OF UNPAID WORK



## 60 | THE FINANCIAL COST OF UNPAID WORK

Women carry out 75% of all the unpaid care work. There is a wealth of literature providing ballpark figures of the unaccounted unpaid work performed by women worldwide.

For example, the UN reported that unpaid care and domestic work are estimated to be between 10-40% of the Gross Domestic Product (GDP).

Using the hourly minimum wage, the International Labour Organization (ILO) provided an estimate of a total of US\$11 trillion globally (purchasing power parity 2011).

To complement that global perspective, we explored the individual financial impact of the lockdowns using the time estimates for unpaid work provided by our respondents.



## 61 | FINANCIAL COST OF UNPAID WORK – HOW WE CALCULATED IT

We added up the amount of unpaid weekly hours for all the 1,312 survey respondents factoring in the different UK hourly rates depending on if the hours were dedicated to household chores[1], schooling/nursing[2], or caregiving[3].

Then, we used that value to estimate the monthly unpaid work hours per respondent. This resulted in an average of 41 unpaid work hours per month prior to the pandemic – a full workweek - and the equivalent to €492 per month of missed revenue. During the pandemic, it increased to 92 hours per month – more than two full work weeks – and €1,105 per month in terms of unpaid work.

[1] Household chores hourly rate of £8.20 based on the UK national minimum wage assuming an employee over 25 years of age from April 2020 (<https://www.gov.uk/national-minimum-wage-rates>)

[2] Schooling/nursing hourly rate of £11.34 based on the daily pay for a teacher in the "unqualified 1" range for England and Wales excluding London area (<https://www.nasuwat.org.uk/advice/supply-teacher/supply-teachers-pay.html>)

[3] Caregiver hourly rate of £17.20 based on the report "Valuing Carers 2015 The rising value of carers' support" by carersuk.org (<https://www.carersuk.org/for-professionals/policy/policy-library/valuing-carers-2015>)

\*Currency exchange rate £1 = €1.122156666 from <https://www.xe.com> (September 6,2020)



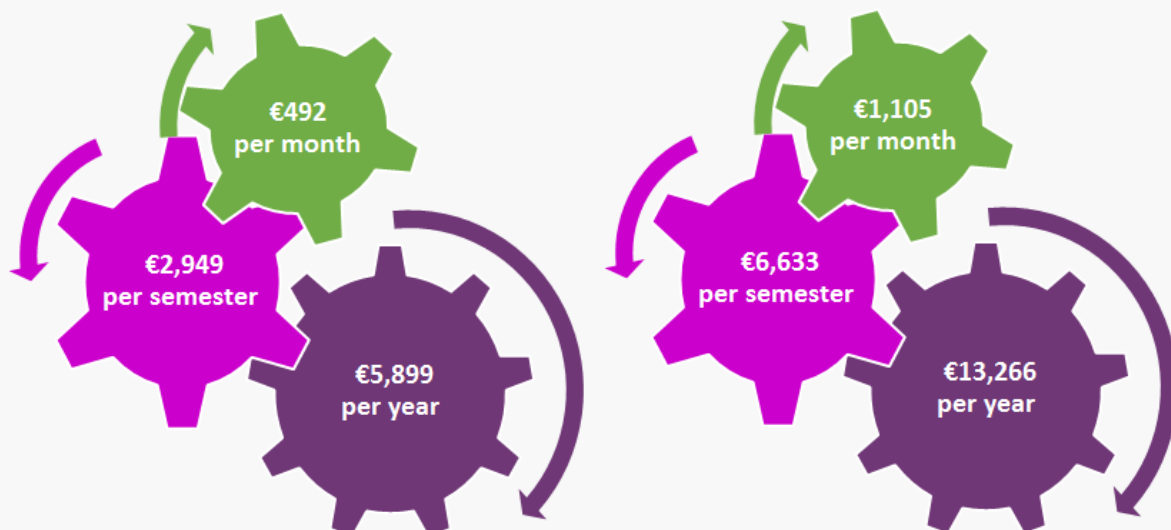
## 62 | FINANCIAL COST OF UNPAID WORK - FOR A WOMAN

*The professional women that responded to our survey missed out on €5,899 annually in terms of unpaid labour before the lockdown. With the pandemic, it may increase to €13,266 annually.*

Before the pandemic, the respondents to our survey showed that women missed on average a monthly salary of €492/month in concept of unpaid work. During the pandemic, the amount of unpaid work for women increased to €1,105/month.

Before COVID-19 lockdowns

During lockdowns

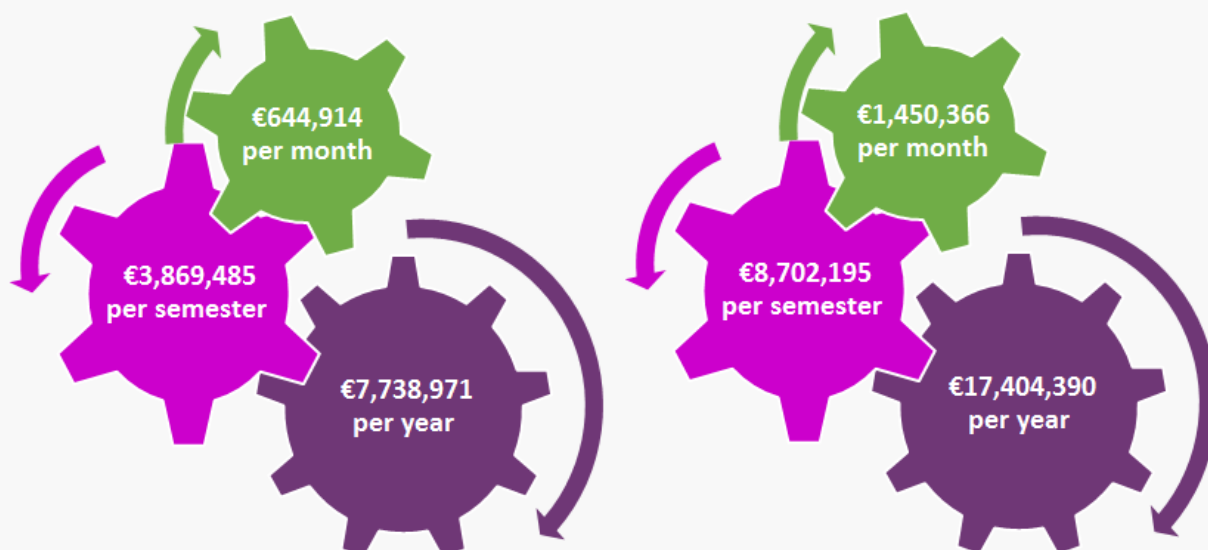


## 63 | FINANCIAL COST OF UNPAID WORK – FOR OUR RESPONDENTS

*The 1,312 respondents missed out on a total of €7,7 million annually in terms of unpaid labour prior to the pandemic. This year it may increase to €17,4 million in loss of revenue.*

Before COVID-19 lockdowns

During lockdowns

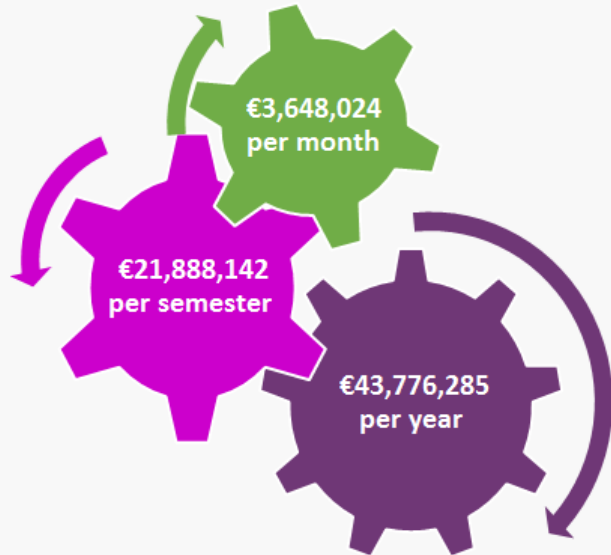
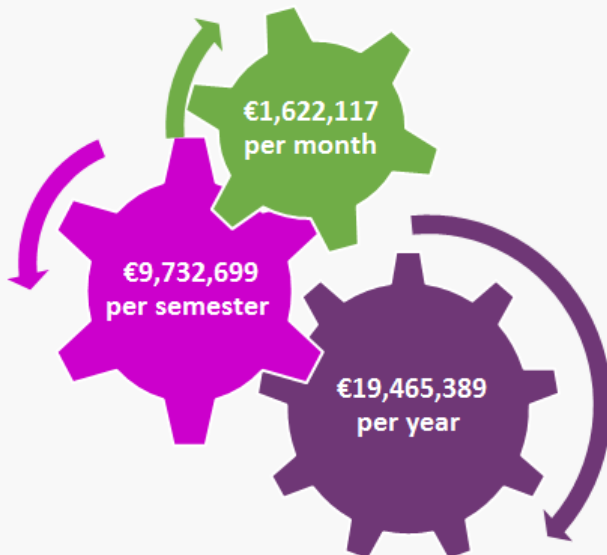


## 64 | FINANCIAL COST OF UNPAID WORK – FOR PWN

*Extrapolating to the 3,300 PWN members, prior to the pandemic the total amount of unpaid work was about € 19,5 million/year. The pandemic may increase this number to €43,8 million annually.*

Before COVID-19 lockdowns

During lockdowns





## WHY IT MATTERS AND WHAT TO DO ABOUT IT



## 66 | WHY DOES IT MATTER?

The lockdown and social distancing due to the COVID-19 pandemic impacted professional women worldwide. Our results show that unpaid work for professional women increased in the US and Europe, with women in heterosexual relationships spending more time on household chores than their partners, and their leisure time decreased.

This is in line with a [report from Women's Budget group](#), demonstrating that around three quarters of women reported doing the majority of the housework or childcare duties during lockdown in the UK. This was similar for Black, Asian and minority ethnic (BAME) and white women.

It truly feels as though the COVID-19 pandemic presents a reckoning of our socio-economic systems, demonstrating that our priorities are upside down and back to front. The world will be responding to the effects of COVID-19 at least for the next several years. It's therefore critical that gender data on the impacts of COVID-19 are incorporated into the labour market and the economic recovery policy making.



## 67 | WHY DOES IT MATTER? (CONT.)

Women are often key change agents in their communities. If they are not involved in the rebuilding plans, efforts to increase engagement and resilience will not succeed. Build back better means build back fairer: We now have a responsibility to ensure that we do not go back to normal if normal means a small state, vast gender inequalities in earnings and employment, a hostile environment, and the devaluation of care work. Women are radically impatient for change.

To successfully "build back better" after the coronavirus lockdown requires ensuring that women lead and participate fully in decision-making on COVID-19 response and recovery and build a gender inclusive world. Hereby, we share food for thought for individuals, employers, and governmental organizations to support working women with balancing work and family life.



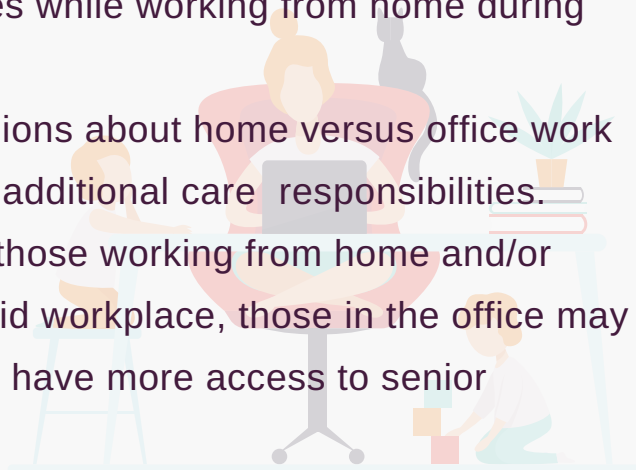
## 68 | FOOD FOR THOUGHT – SHORT TERM

### GOVERNMENTS

- In conjunction with employers and representatives of protected categories, develop schemes that support financially disadvantaged employees providing schooling/nursing and/or unpaid care whilst they work reduced time.
- Prioritize the opening and maintenance of the nursery and schooling ecosystem.
- Collect disaggregated data for protected categories on the impact of the COVID-19 pandemic on the professional life and well-being of women. Based on the data, develop and implement recovery plans that take into account the most vulnerable and affected groups.

### EMPLOYERS

- Personalized understanding of the effects of COVID-19 on employees. Not all workers experience the same impact. Flexibility alone may not be enough to support those with care responsibilities. For example, in early June 2020, Telenor CEO Sigve Brekke announced a more flexible way of work for employees, encouraging each of the company's business units to explore increased flexibility for employees locally (and in close dialogue with their managers) based on the positive experiences while working from home during the COVID-19 crisis.
- Consistency on employer's decisions about home versus office work that enable workers to plan their additional care responsibilities.
- Review processes that penalize those working from home and/or part-time. For example, in a hybrid workplace, those in the office may be perceived as working more or have more access to senior management.



### INDIVIDUALS

Tracking unpaid work consistently, factoring in the hourly salary to challenge gendered expectations about caregiving providers.

For example, using a notebook, excel spreadsheet, or the free online tool [Fair Care Tracker](#), recording unpaid work for 15 days both in terms of hours and missed salary can be used to explore different allocations of the unpaid care tasks among family members.



## 70 | FOOD FOR THOUGHT – LONG TERM

### GOVERNMENTS

- Direct provision of childcare and eldercare services for workers with family or care responsibilities, unpaid carers or people who need care. Formal acceptance of informal care.
- Foster redistribution of unpaid care by issuing laws that provide egalitarian leave provisions, irrespective of gender, sexual orientation, and marital status.
- Unpaid work has to be recognized as a financial contribution to the country's wealth. As such, it needs to be
  - Acknowledged, declared, and tracked. This involves removing unpaid caregivers from the list of economically inactive groups.
  - Financially rewarded in terms of salary and benefits (health insurance, holidays, pension).

### EMPLOYERS

- In conjunction with representatives of protected categories, develop schemes that will consider workers unpaid care as part of the company's contribution to their sustainability goals.
- Implement egalitarian leave provisions, irrespective of gender, sexual orientation, and marital status.
- Explore alternatives to full-time employment such as job sharing, compressed workweek, compressed workday, flextime, split shifts, and "results only" work environment.
- Create career tracks that enable the progression of part-time employees.
- Develop onboarding programs for employees reintegrating to work after a career hiatus.



## 71 | ACKNOWLEDGEMENTS

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