

Cherishing All Equally 2020:

inequality and the care economy



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**FEPS-TASC Report Launch Event
14 October 2020**

Inequality & Care Economy from an EU perspective – Key Findings Summary

Presentation by Laetitia Thissen
Gender Equality Policy Advisor, FEPS

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In focus: Care Economy in the EU

1. HOW DO SYSTEMS OF CARE PROVISION AFFECT ECONOMIC INEQUALITY BETWEEN WOMEN AND MEN?



Gender
Pay Gap

Total
earning
differences

2. CARE WORKER'S WORKING CONDITIONS



3. POLICY IMPLICATIONS



1.

Care Economy and Gender Equality - A Complex Relationship



Care Economy & (Economic) Gender Equality



Overall
positive
impact

smaller overall earning
differences

source of women
employment

public provision of
care offsetting unequal
distribution of care

BUT complex
relationship..

persisting gender pay
gap

poor pay

labour market
segregation

"The typical care worker receives between **80 and 50 per cent of average income**, depending on the country."

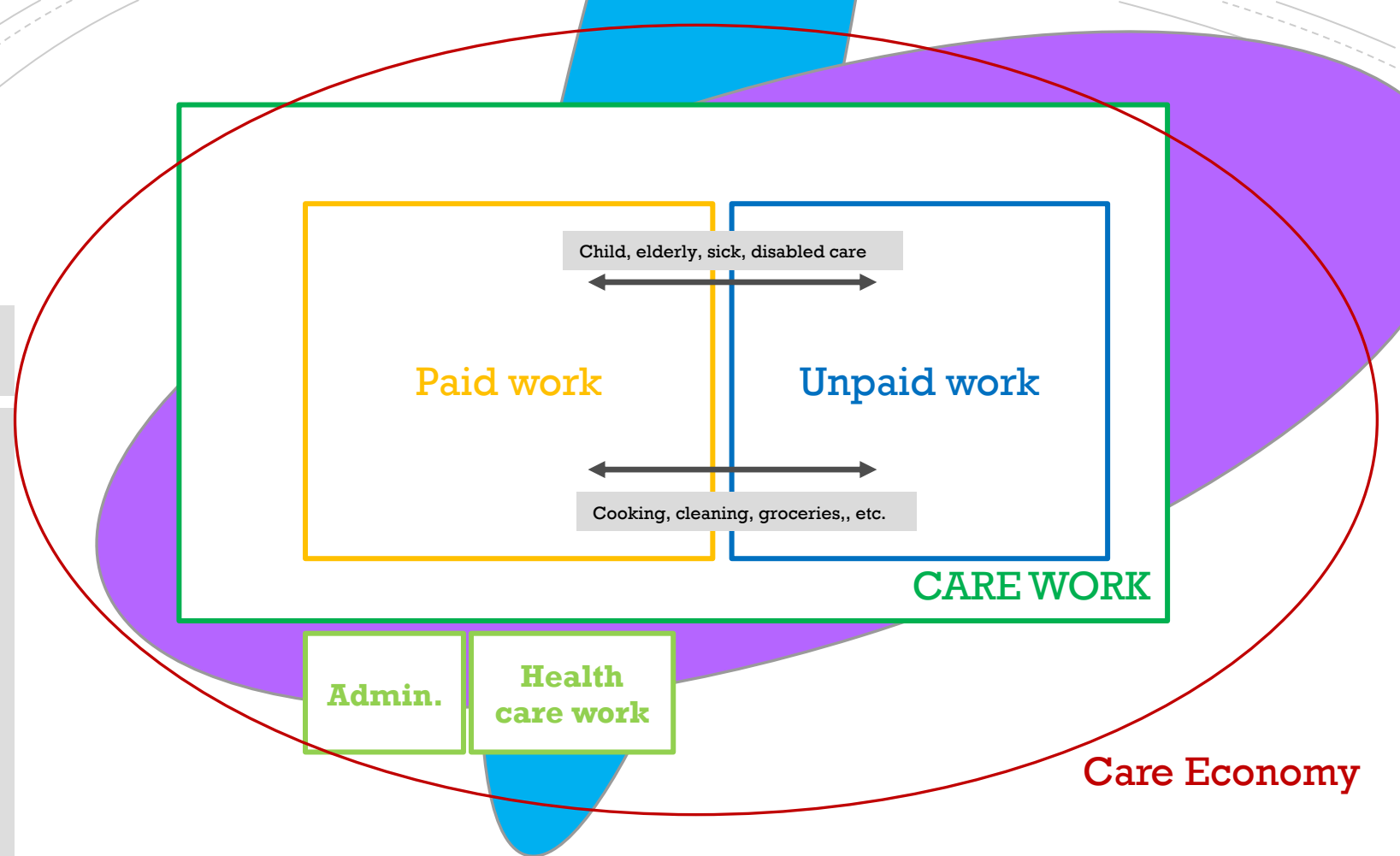
Provision of care & the gender earnings gaps across MS



■ Care ?

‘consisting of activities and relations in meeting the physical, psychological and emotional needs of adult and children, old and young, frail and able-bodied’
- ILO definition (2018)

Provision of care & the gender earnings gaps across MS



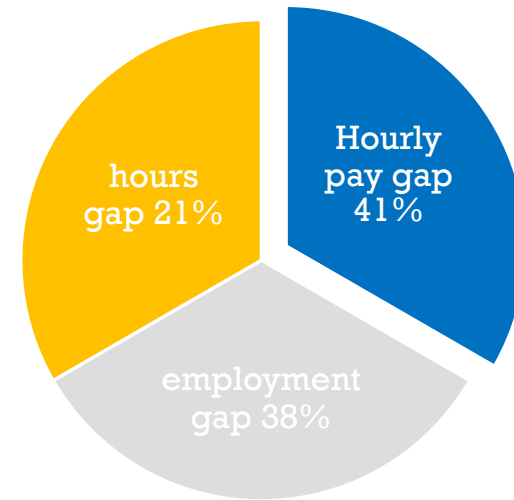
- **Care expands / limits women's economic power:**
 - major source of female employment
 - caring responsibilities (motherhood) encourages part-time work

Provision of care & the gender earnings gaps across MS



■ **Earnings Gaps:**

= differences in earnings between women and men



Main drivers

- **! Countries which tend to be egalitarian in terms of labour force participation often have large gender pay gaps.**
- **! When the female labour force participation is comparatively low, the gender pay gaps is small.**

“the average earnings difference between men and women is 33% - men earn one third more than women”

Care economy & employment differences



- **Care affects economic inequality between women and men.**

	High-gap female employment %	Low-gap female employment %	Difference
Business and administration professionals	1.7	3.9	2.2
Personal care workers	1.6	3.4	1.8
Business and administration associate professionals	2.7	4.0	1.3
Health professionals	1.1	2.3	1.2
Teaching professionals	3.4	4.6	1.2

= second most important occupation in understanding differences in employment gap.

- However, care tends to be poorly paid. **So its direct contribution to the earning gap is less than its significance to the employment gap.**

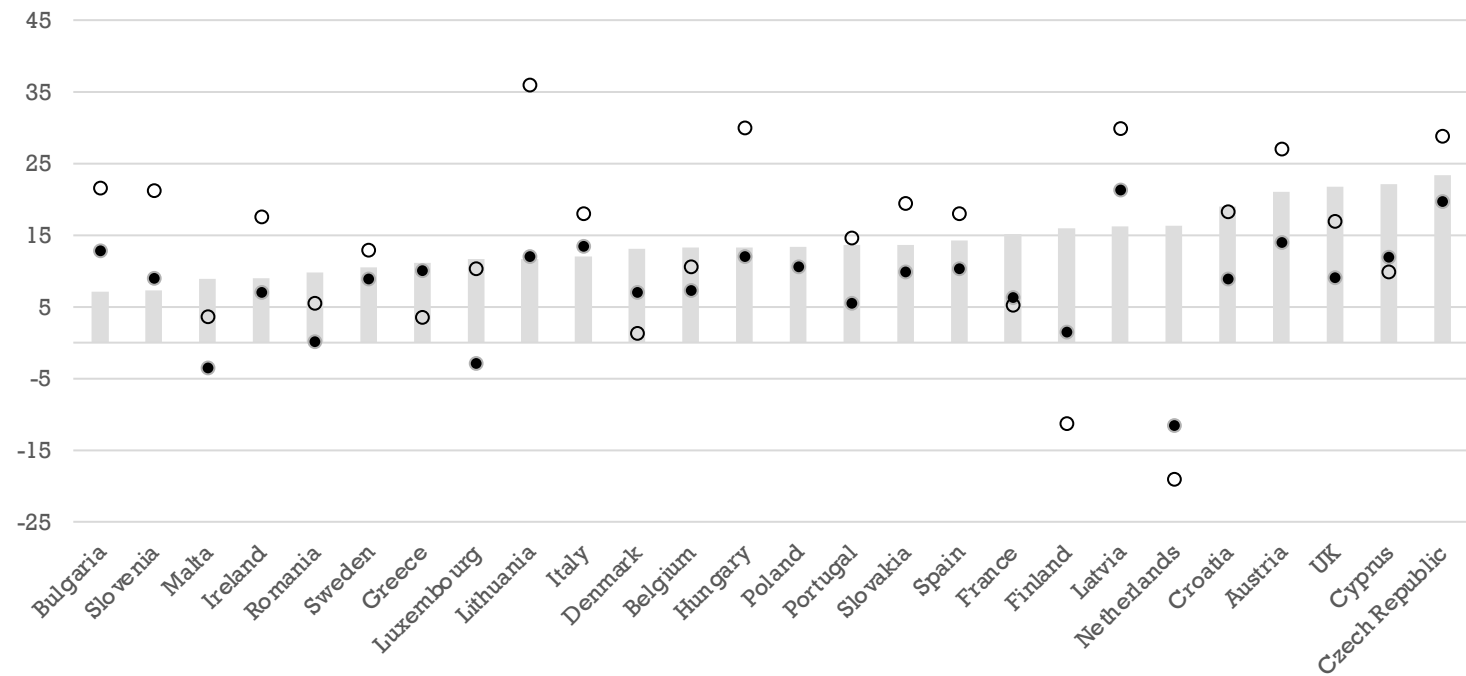
Motherhood
penalty

Occupational
segregation

Care & the
gender pay gap



Gender pay gap under 30s



■ Gap ● Under 30 gap ○ Under 30 gap mothers

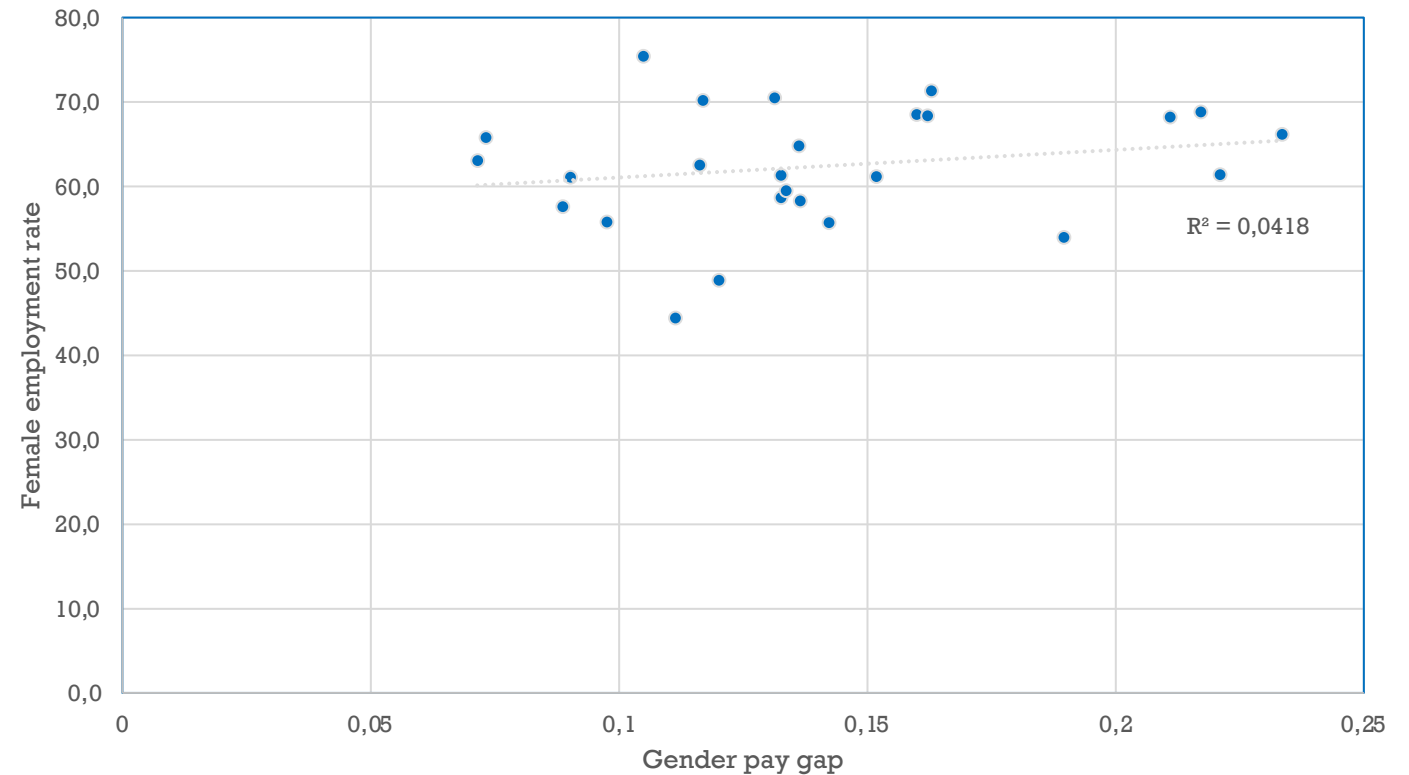
Motherhood
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Female employment vs gender pay gap



Though the relationship
between female employment
rate and the gender pay gap is
not strong, it is clearly positive.

2.

Care Economy & working conditions



"The typical care worker receives between **80 and 50 per cent of average income**, depending on the country."



Care workers'
profile



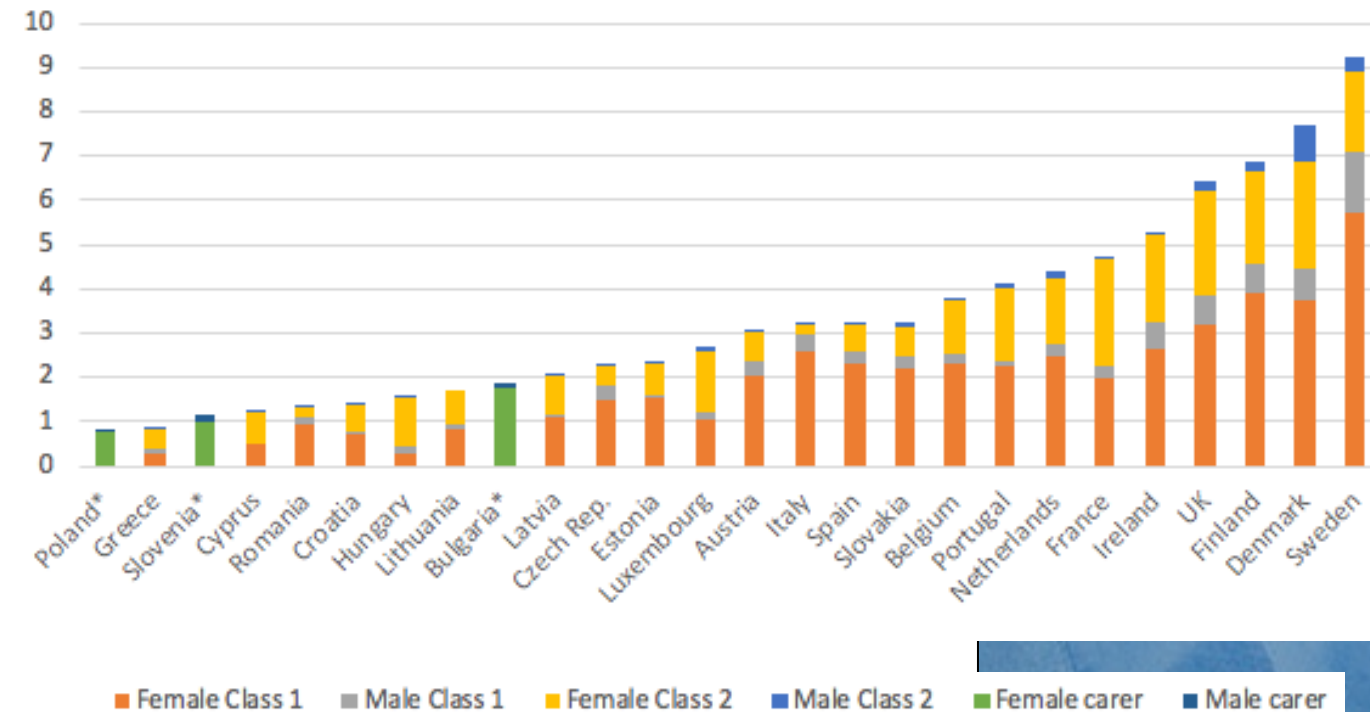
Considerable variation in size/composition of care workforce across EU

Care work is highly gendered



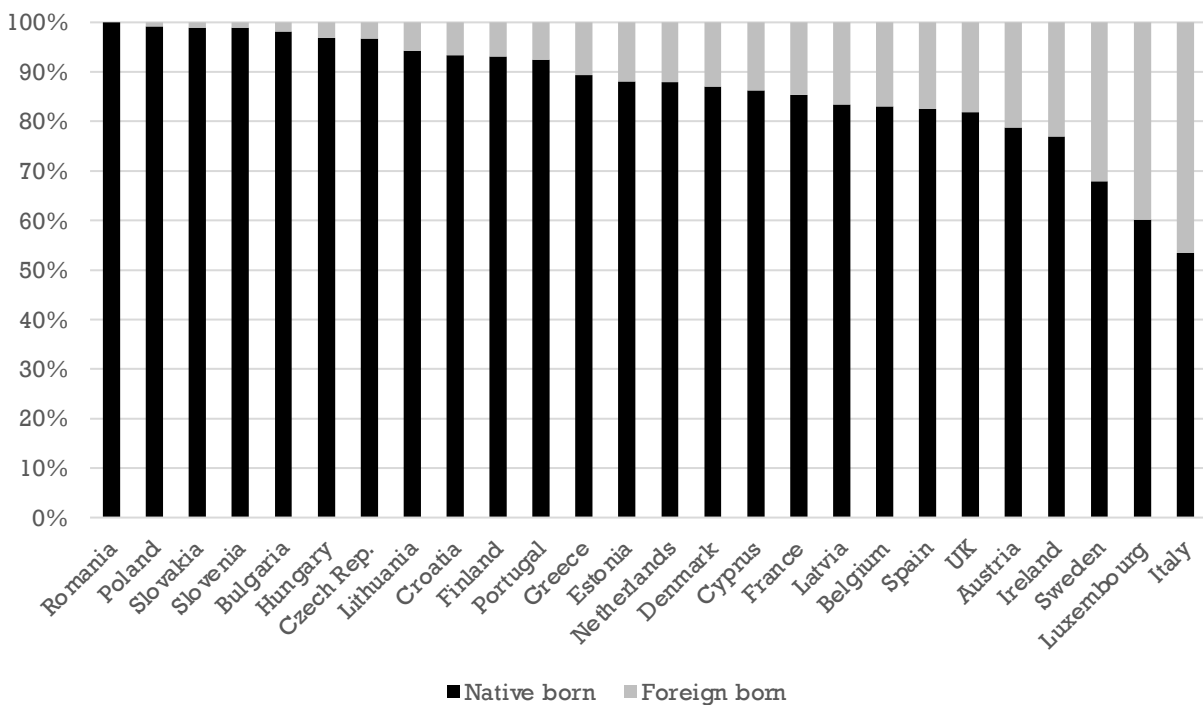
Care workers' profile

Employment of care workers (% of total employment)



Care work is, in many countries, highly reliant on immigrant labour

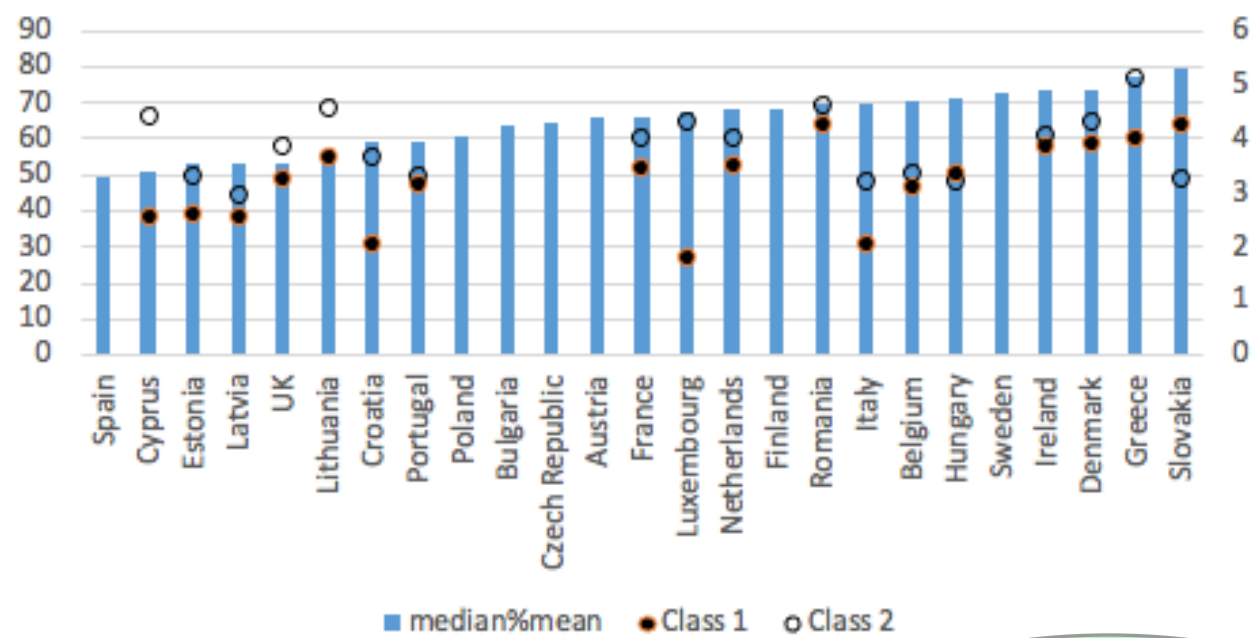
Native versus foreign born carers



Care workers' profile

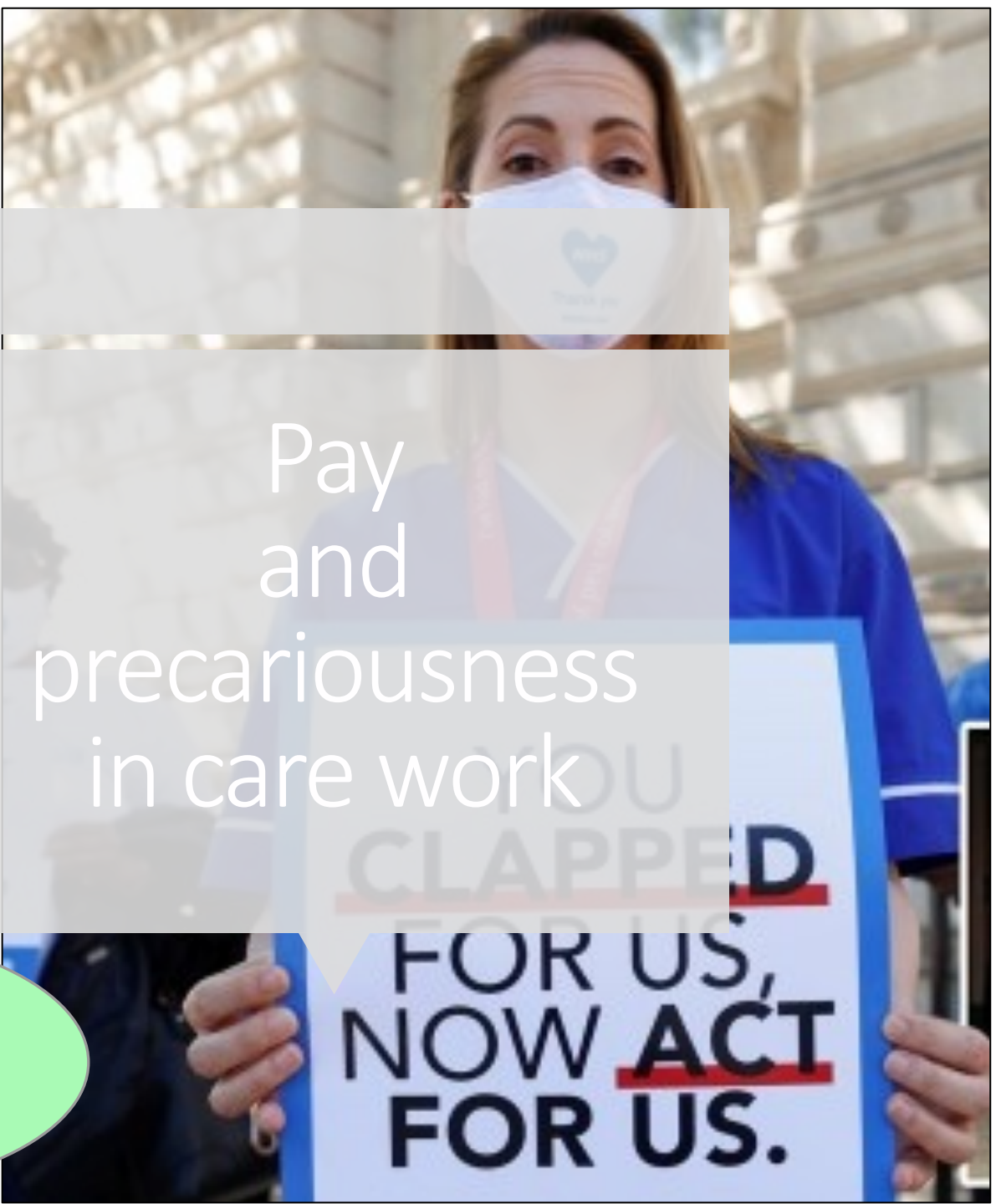
The average figure across the EU is for carers to earn 65% of the national average of employee income.

Pay and income in the care sector



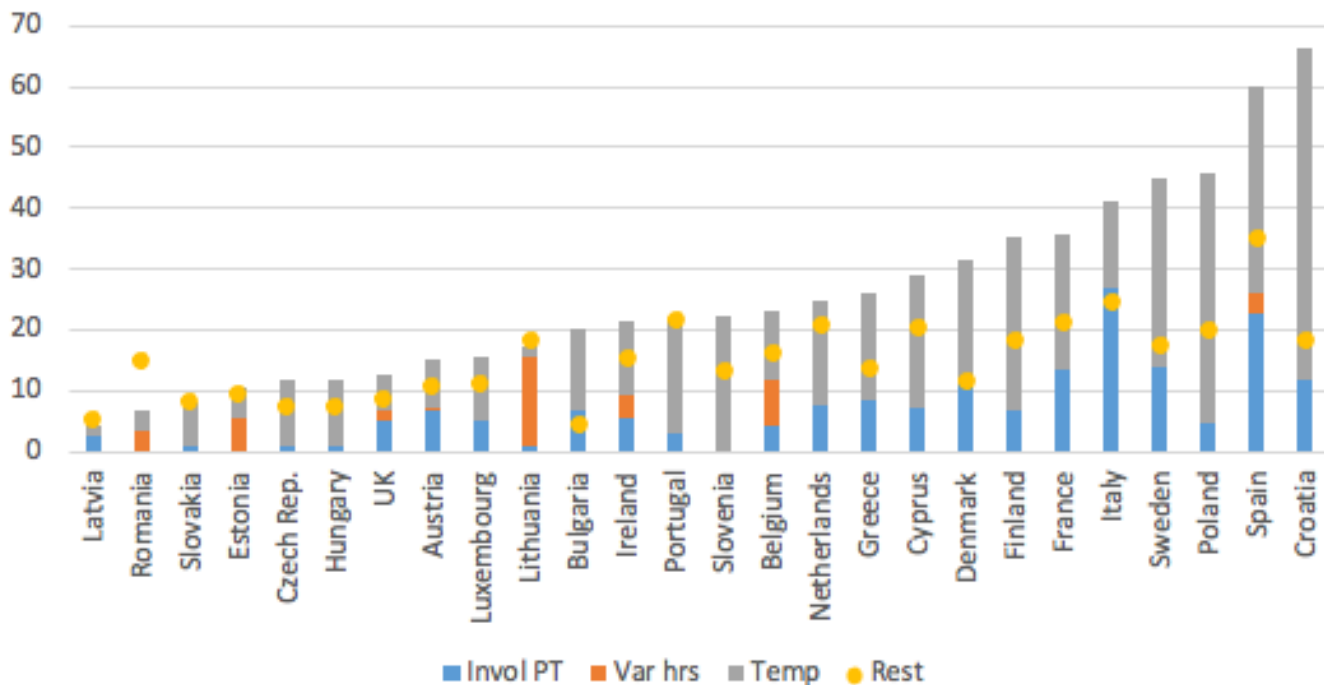
Pay and precariousness in care work

Childcare/early years workers tend to be less well-paid than eldercare/disability workers.



The extent to which care workers experiences precariousness differs markedly across member states.

Precarity (% of care workers)



Pay and precariousness in care work



Care workers'
profile



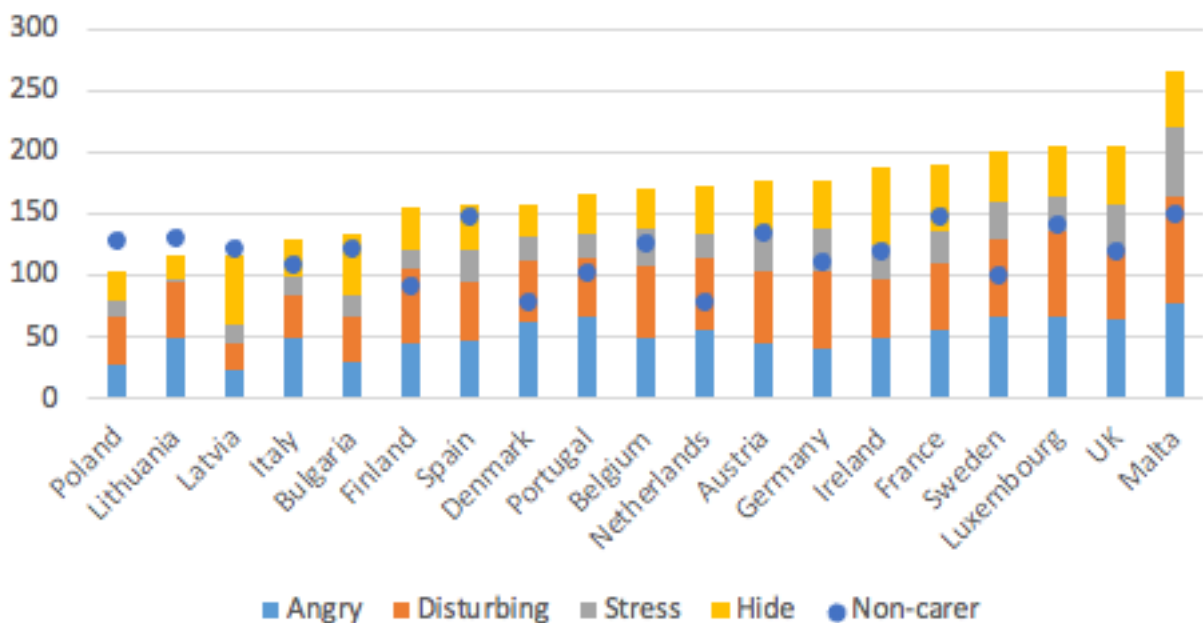


Job quality of care work



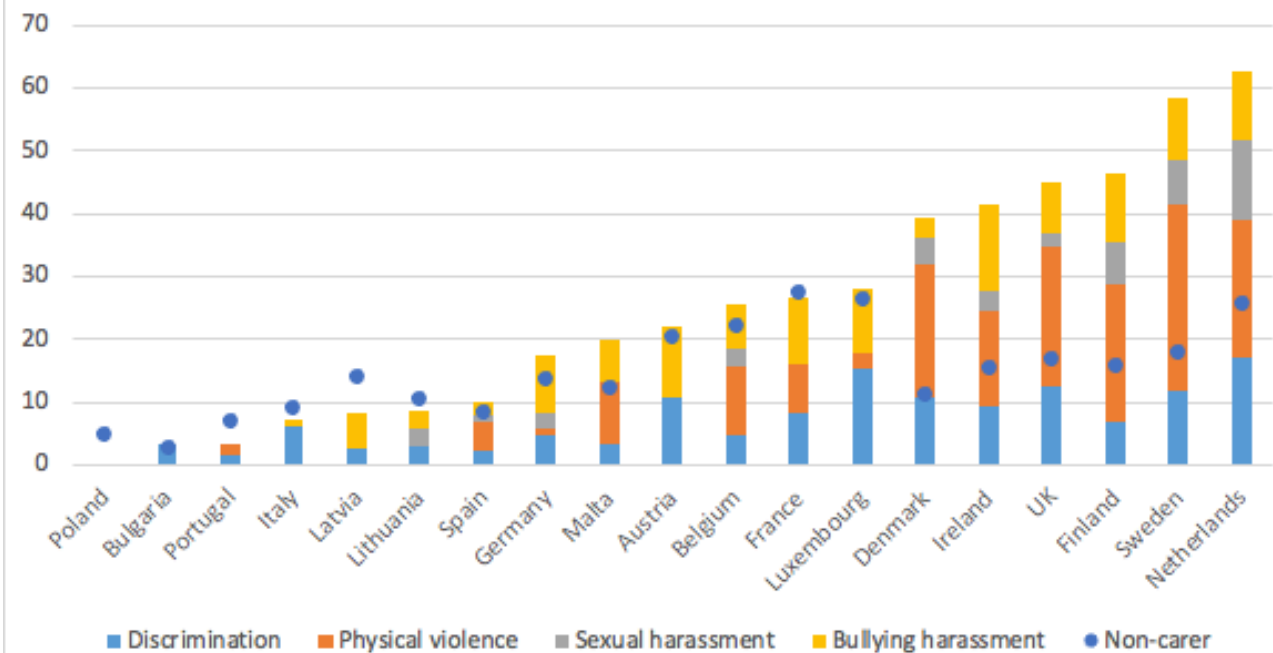
Job quality of care work

Adverse emotional conditions (% of care workers)



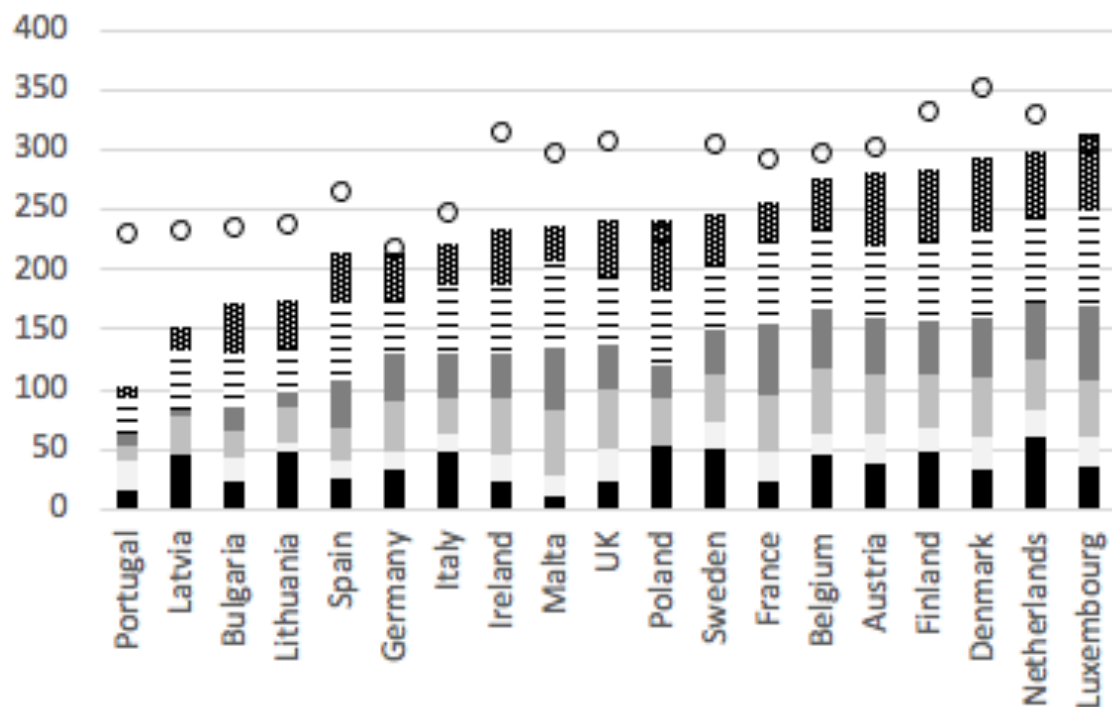
in most countries carers
are significantly more
vulnerable to mistreatment
than non-care workers.

Vulnerability to mistreatment (% of care workers)



Job quality
of care work

Extent of autonomy (% of care workers)



■ Influence decisions important for your work
– Able to apply own ideas

■ Involved in improvements

■ Consulted on objectives

■ Work pace

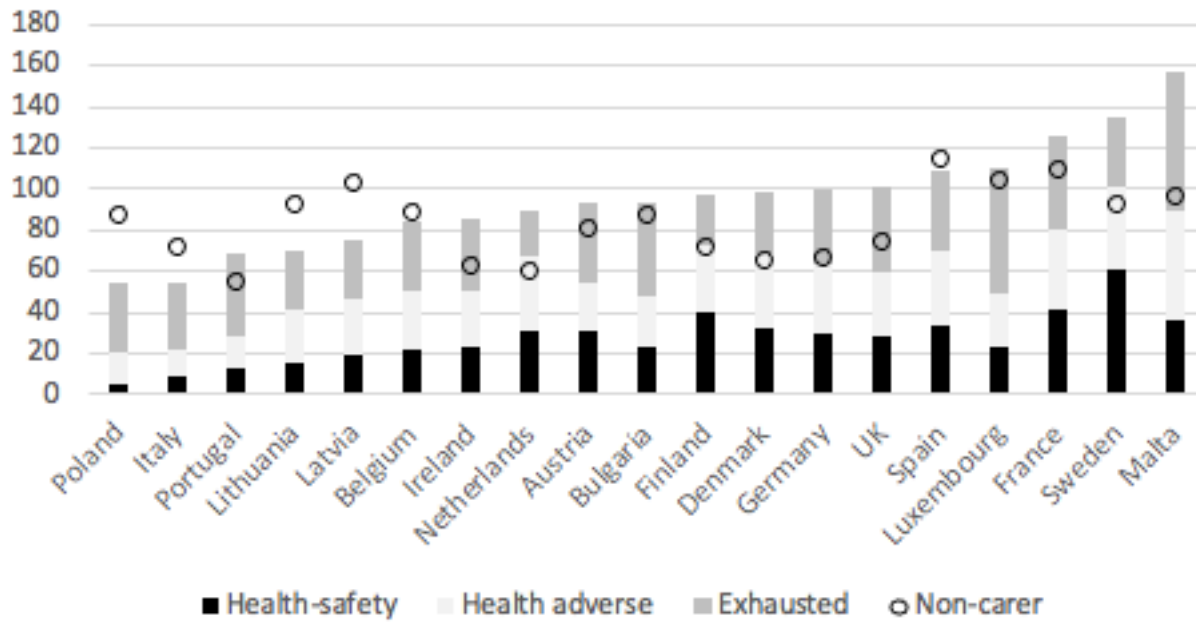
■ Working time

○ Non-carer

Job quality of care work



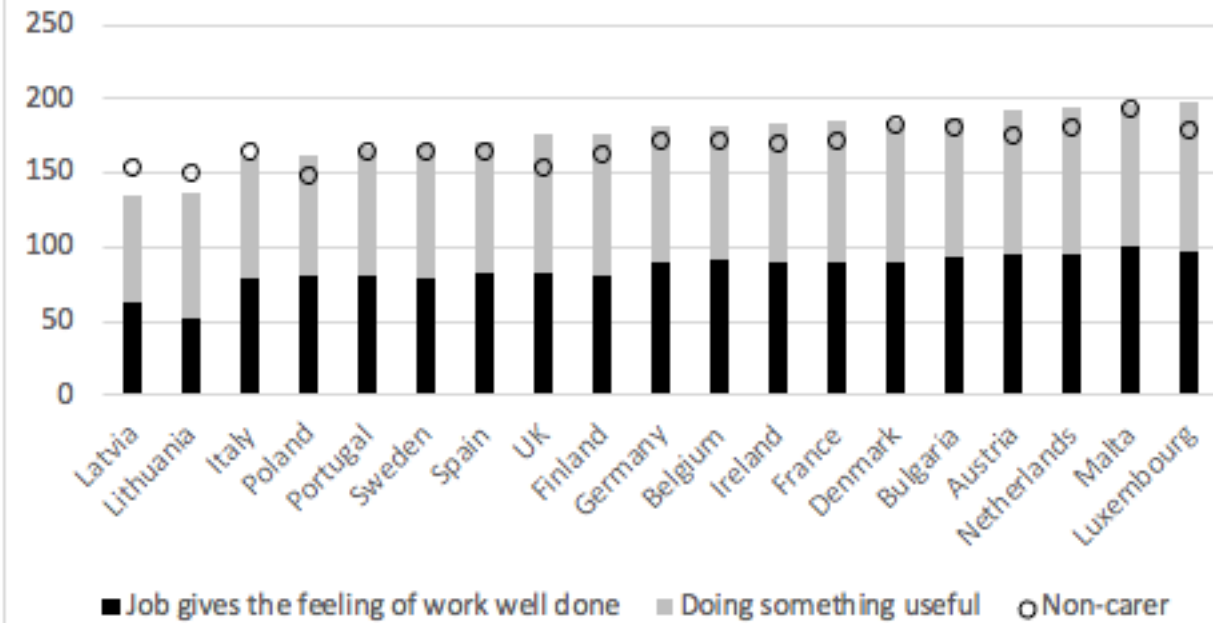
Adverse physical strains (% of care workers)



Job quality
of care work



Sense of fulfillment (% of care workers)



Job quality of care work



Job quality of care work

3.

Reconciling inequalities and the care economy with balanced lives



Gender and work-life preferences



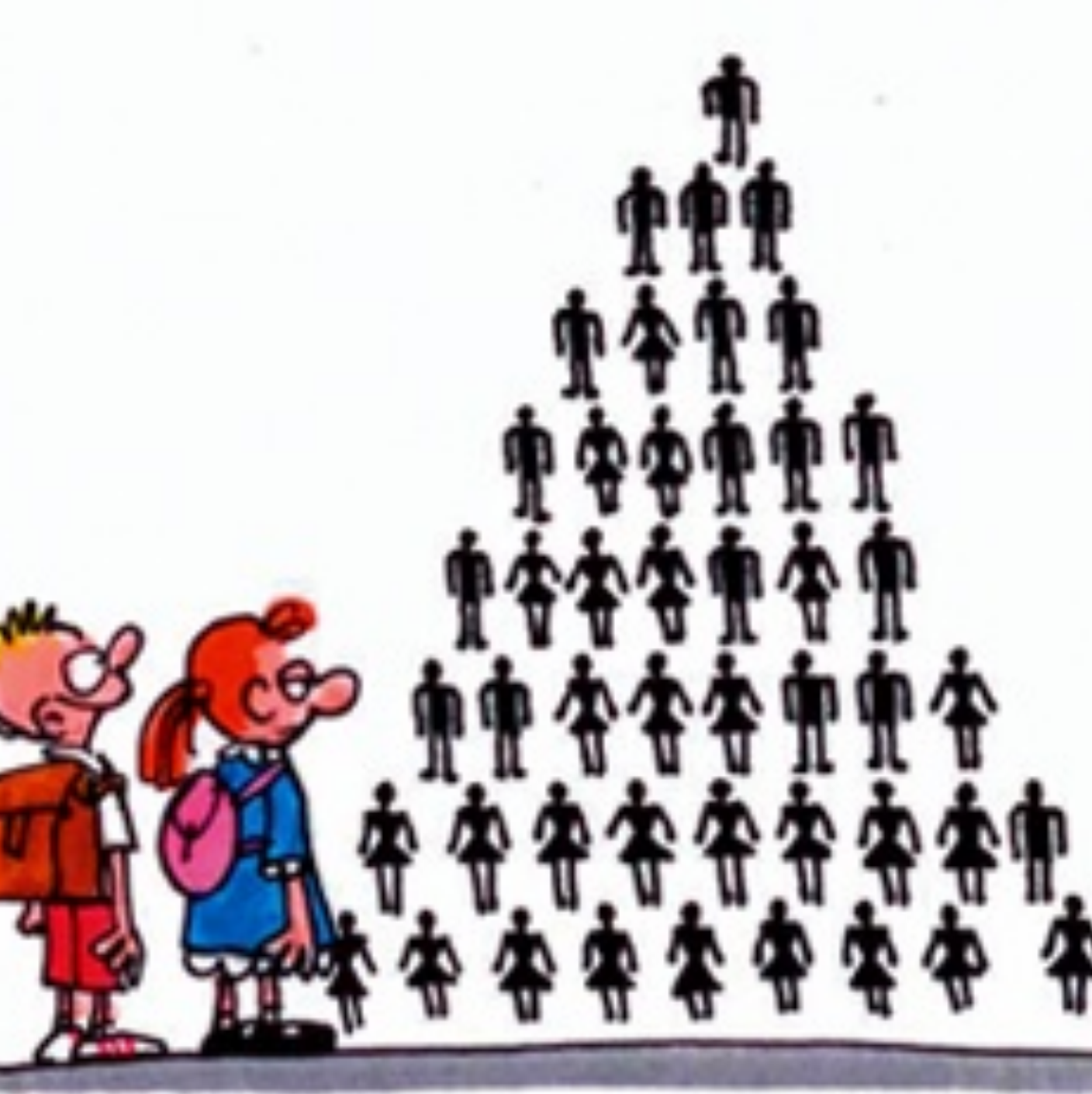
Work, life, and economic inequality

**Reduced
working time
for both w/m**



Work, life, and the pay gap

**More family-
friendly
workplaces**



Occupational segregation and valuing care work

Overcome Institutional and cultural barriers to men entering female-dominated professions

Eliminate continued poor pay/low status of female-dominated professions

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