



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# National Commission for the Promotion of Equality

## The Covid-19 pandemic

### Research on the distribution of work in households

---



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Online Survey

- Assessed the **unequal distribution of unpaid/informal work** within households between **women and men**
  - Between 23rd June and 13th July - social media platforms, email to NGOs, private companies and the public sector
  - **Not representative** of the population
-



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Survey

- Backdrop were the **sudden changes** that forced many individuals to adapt to radically different work and social practices brought about by need to stop spread of Covid-19.
- Several reports, globally and locally, had already started indicating that these changes were **impacting differently women and men.**





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiel u n-Nisa

## Point of Departure

- Survey asked about **increases/ decreases per week** as a result of Covid-19 in total hours spent on different tasks; did **not** ask about the total number of hours spent on such work before and during Covid-19
- **EIGE Gender Equality Index 2019** sheds light on the point of departure from which there were increases/decreases during Covid-19





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# EIGE Gender Equality Index 2019

## Malta

### Paid work

- **Full-time employment** rate for a **couple with children** stands at **55.8% for women**, and **94.7% for men**
- **25% of women** work on a **part-time** basis, in comparison to **7% of men**

### Care activities

- **Women** (couples with children) are much more involved in daily care activities - **85%** - than **men** - **58%**

### Housework

- **96.4% of women** (couples with children) do housework, in comparison to **31.4% of men** in same category
-



National Commission  
for the Promotion  
of Equality for  
Men And Women

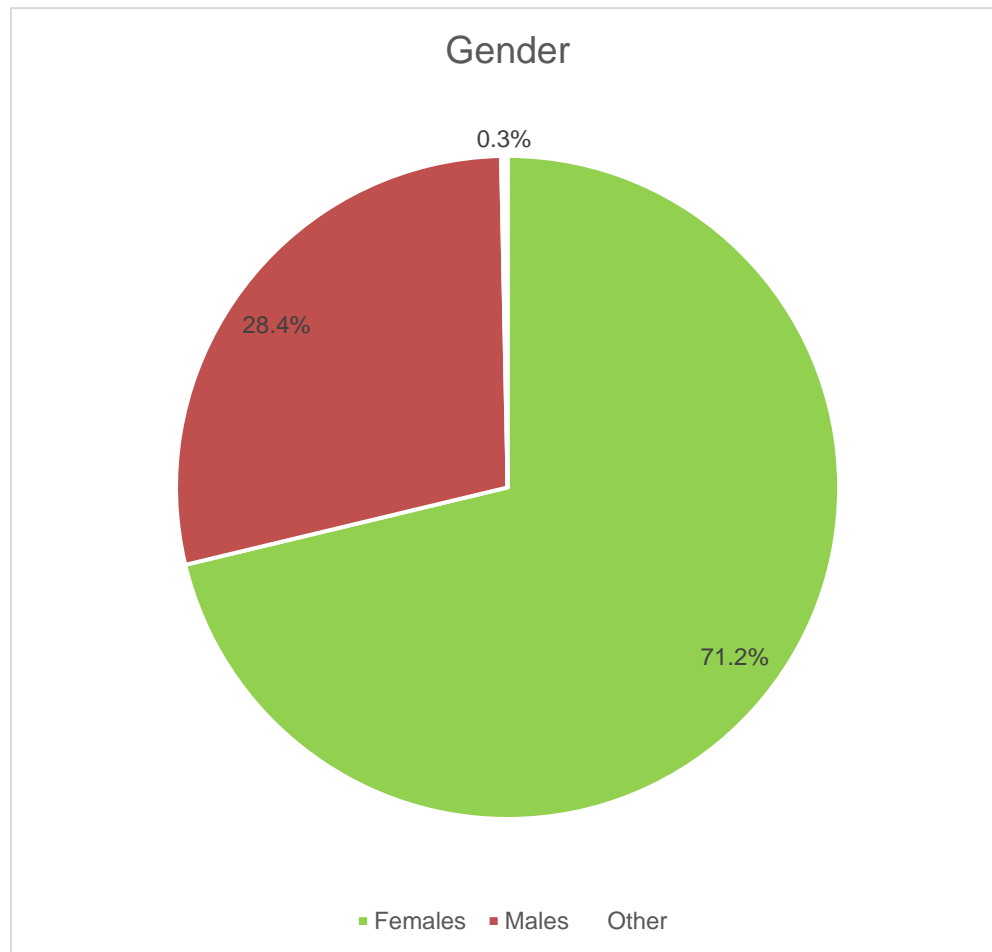
Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Gender

1,906 respondents

- 1,358 women
- 542 men
- 6 identify as other





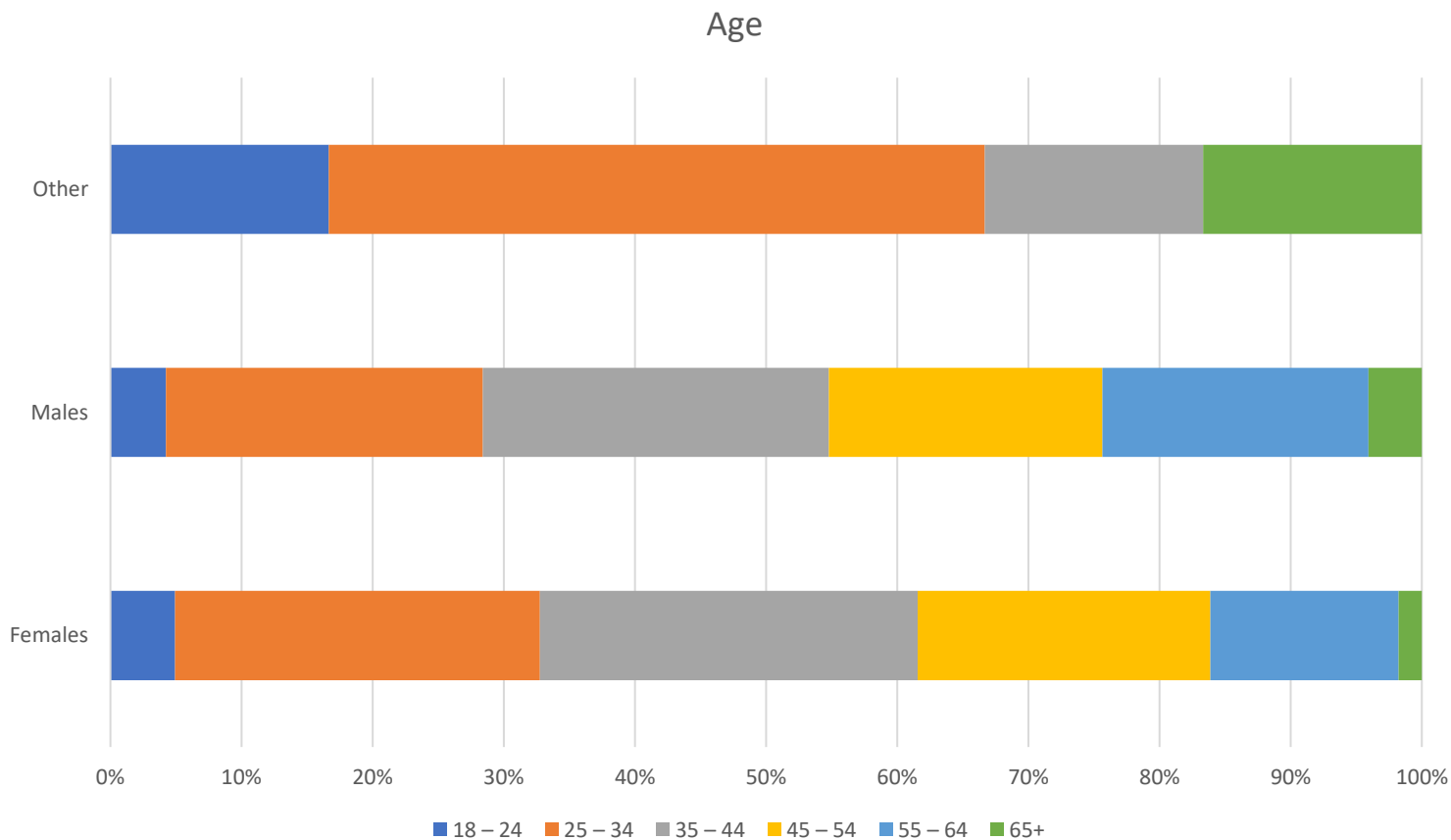
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Age

Majority in the age groups: 25-34 and 35-44





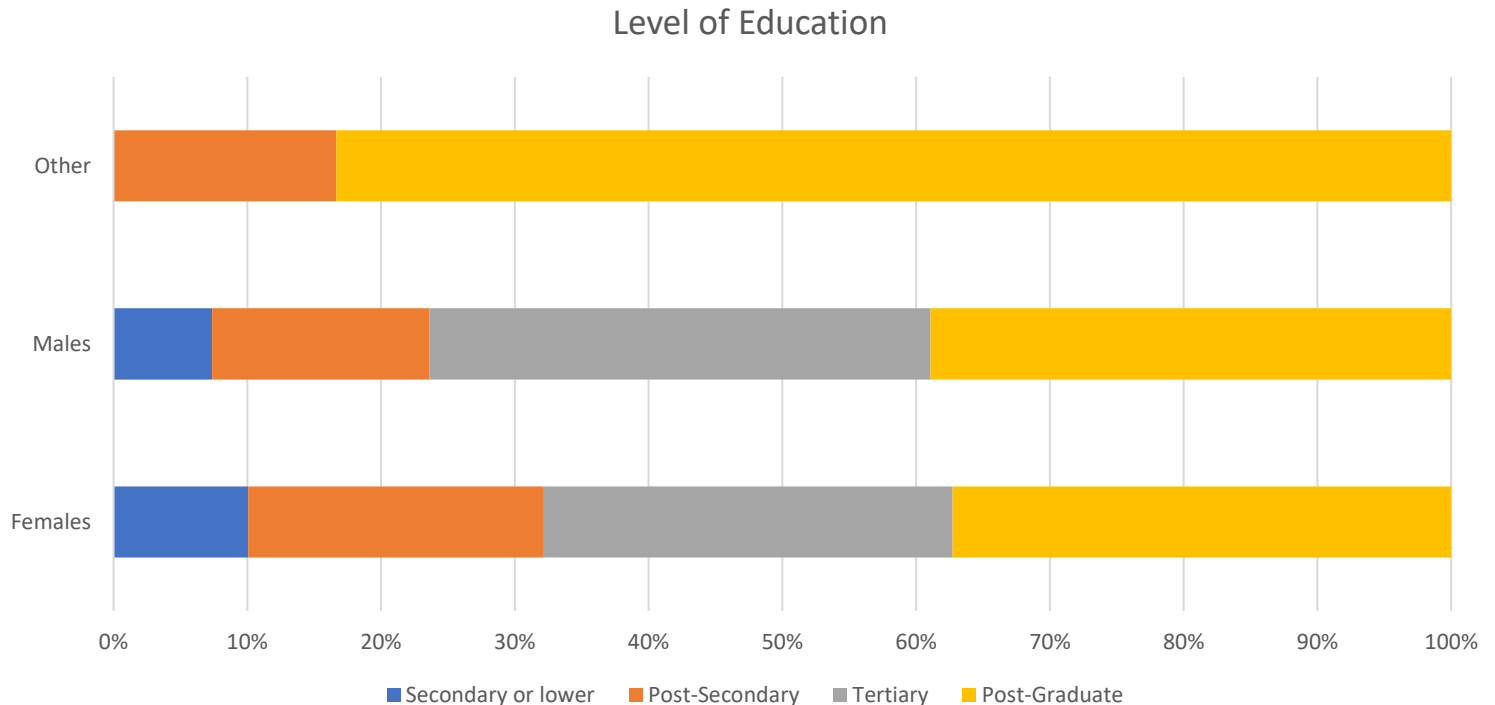
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Education

Absolute majority of respondents have a tertiary or a post-graduate level of education







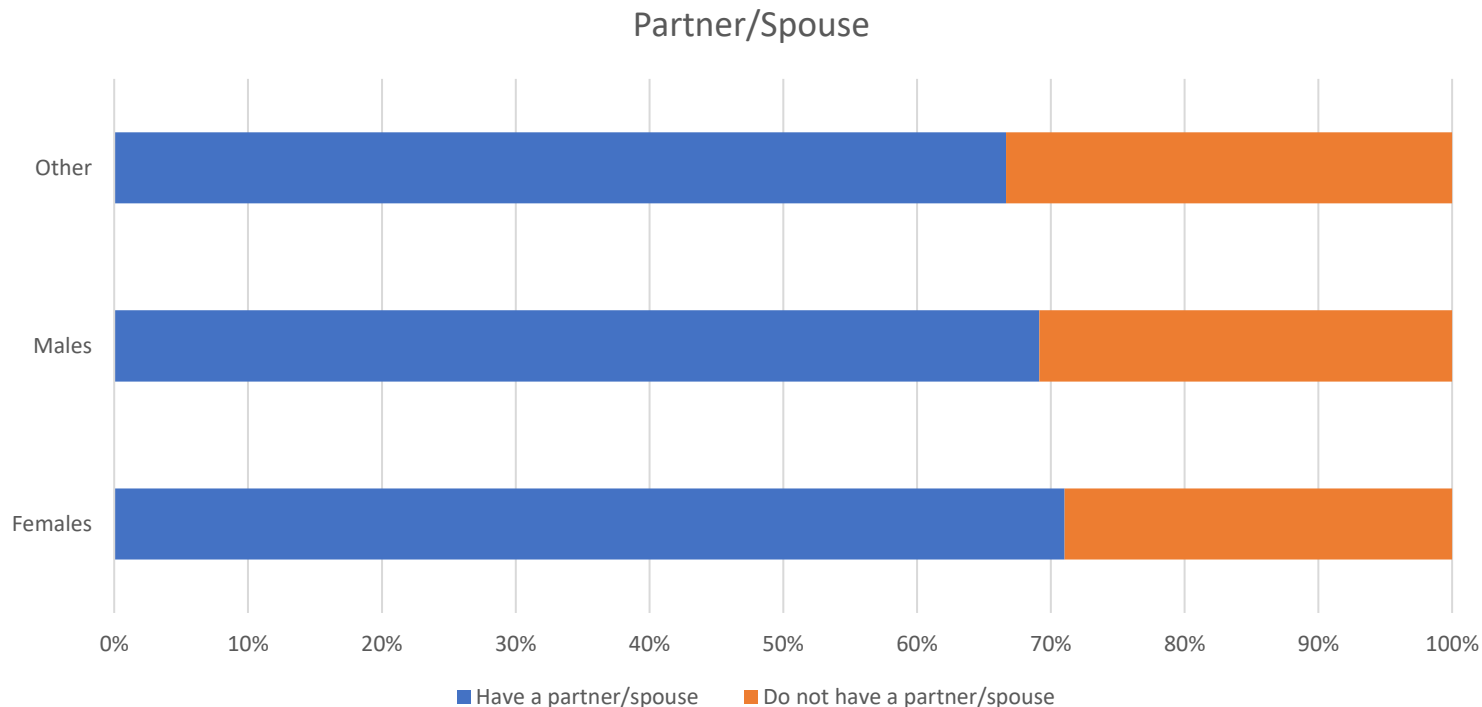
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Partner / spouse

Majority of respondents have a partner/spouse living in the same household





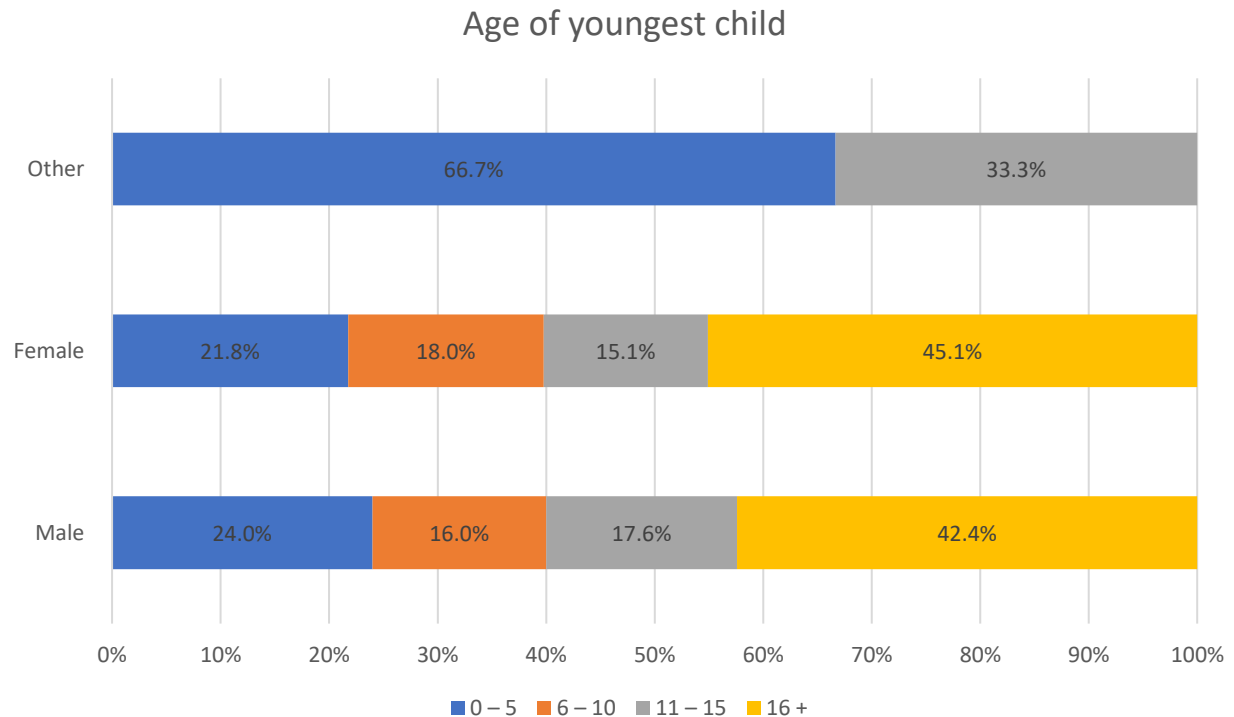
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Children

- Around half of respondents have children living in the same household.
- Of these, half have children under 16 years, with 0 – 5 being the most common age cohort.





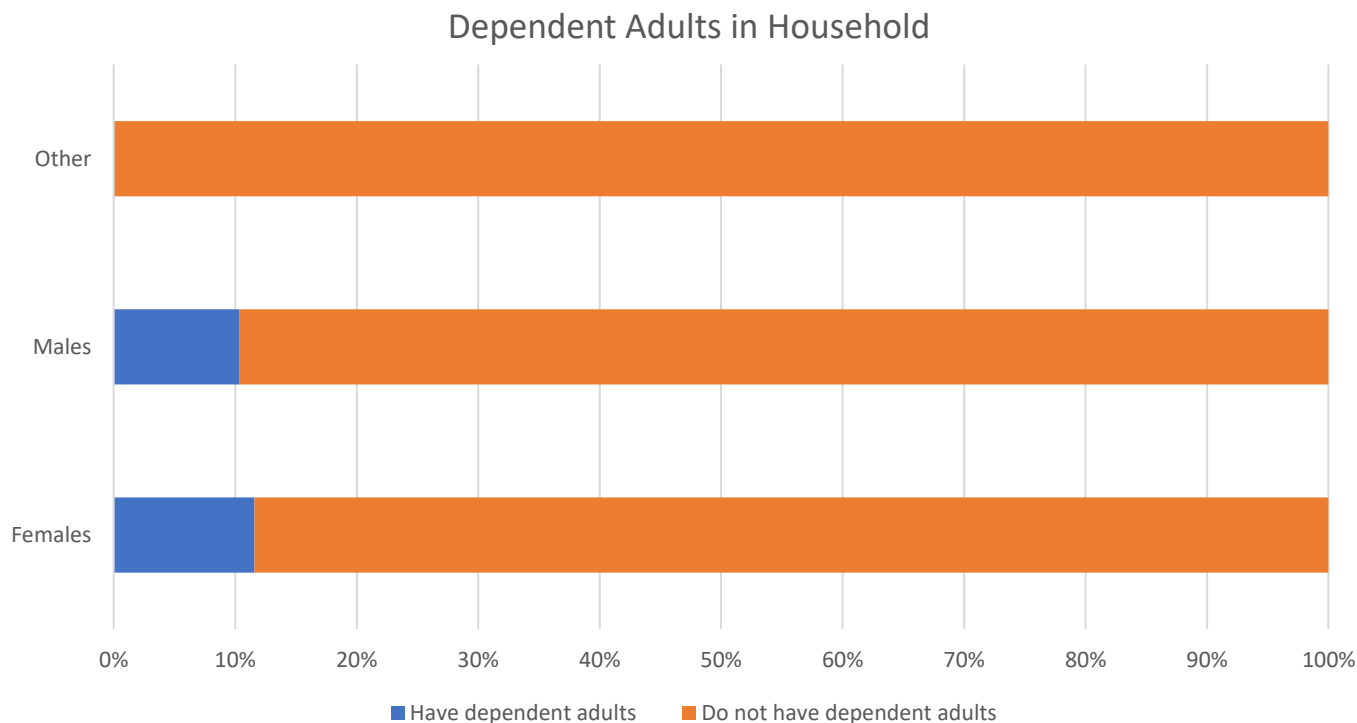
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Dependent adults

Majority of the respondents do not have dependent adults living with them





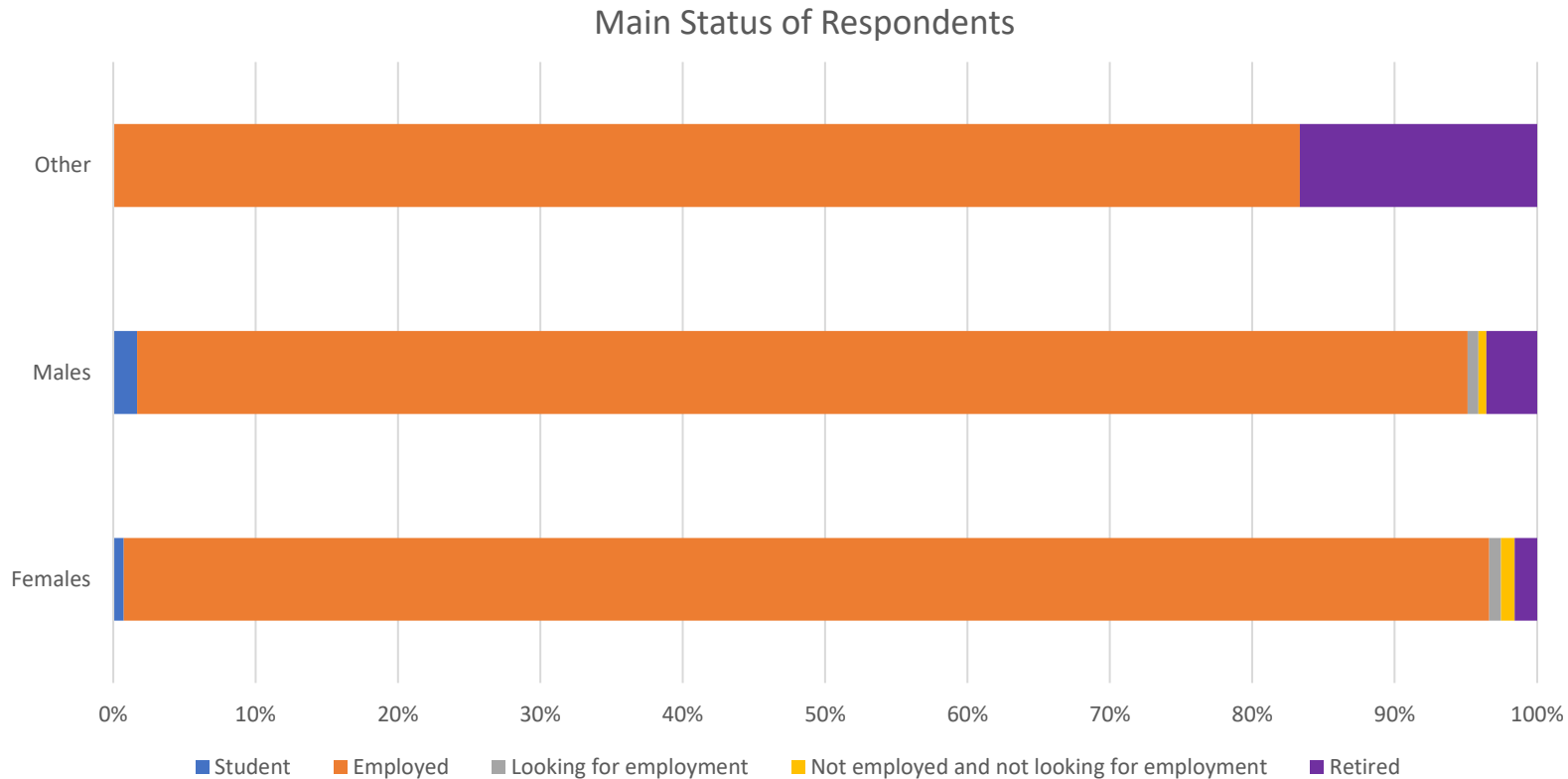
National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Employment

Majority of respondents were employed when participating in the survey





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Profile of Respondents

## Changes to employment status

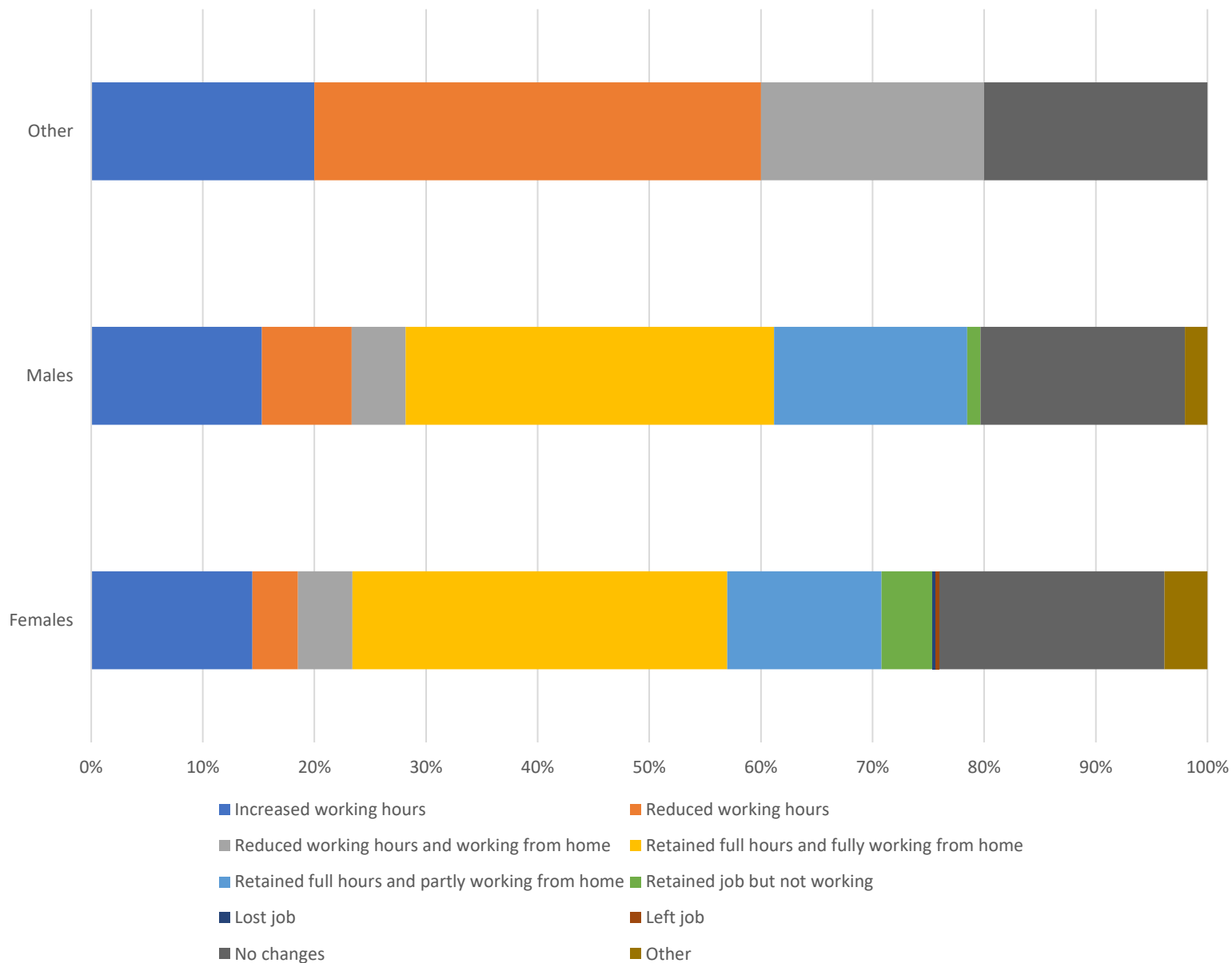
- **45.2% of female respondents and 46.2% of male respondents** retained their full hours of work, and fully or partially **worked from home**
- Majority of both female and male respondents stated that the pandemic has not affected their working hours



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irgjiel u n-Nisa

## Changes to respondents' employment status during Covid-19





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Covid-19: Increase / Decrease

## Paid Work

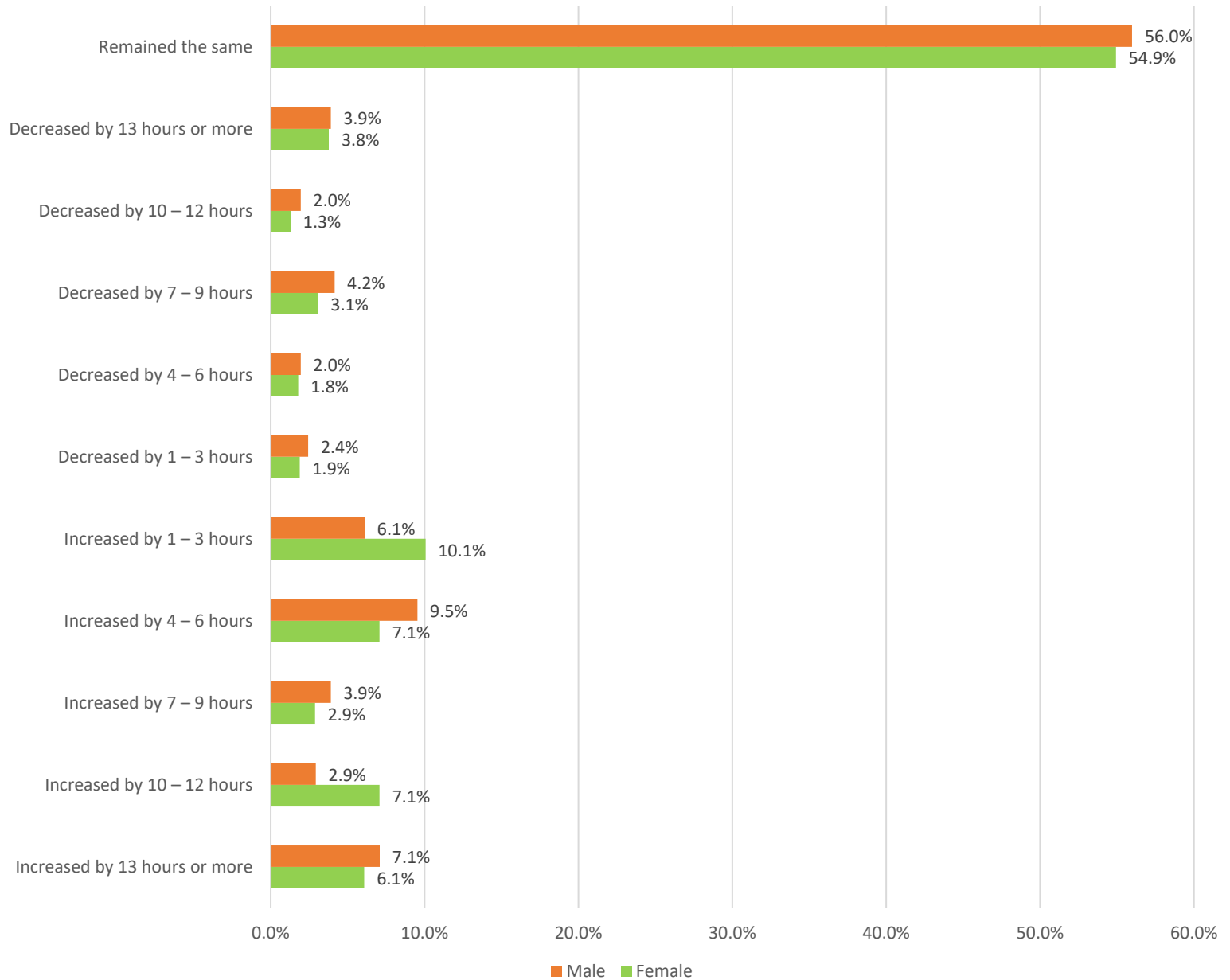
- **33.2% of female** respondents  
**29.6% of male** respondents  
stated that hours spent on paid work  
**increased** during pandemic
  - **11.9% of female** respondents  
**14.4% of male** respondents  
reported a **decrease** in paid working hours
  - Majority of female (54.9%) and male (56%)  
respondents stated that pandemic has not affected  
their working hours.
-



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irgjiel u n-Nisa

## Paid work - changes in hours spent per week







National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiel u n-Nisa

# Covid-19: Increase / Decrease

## Housework

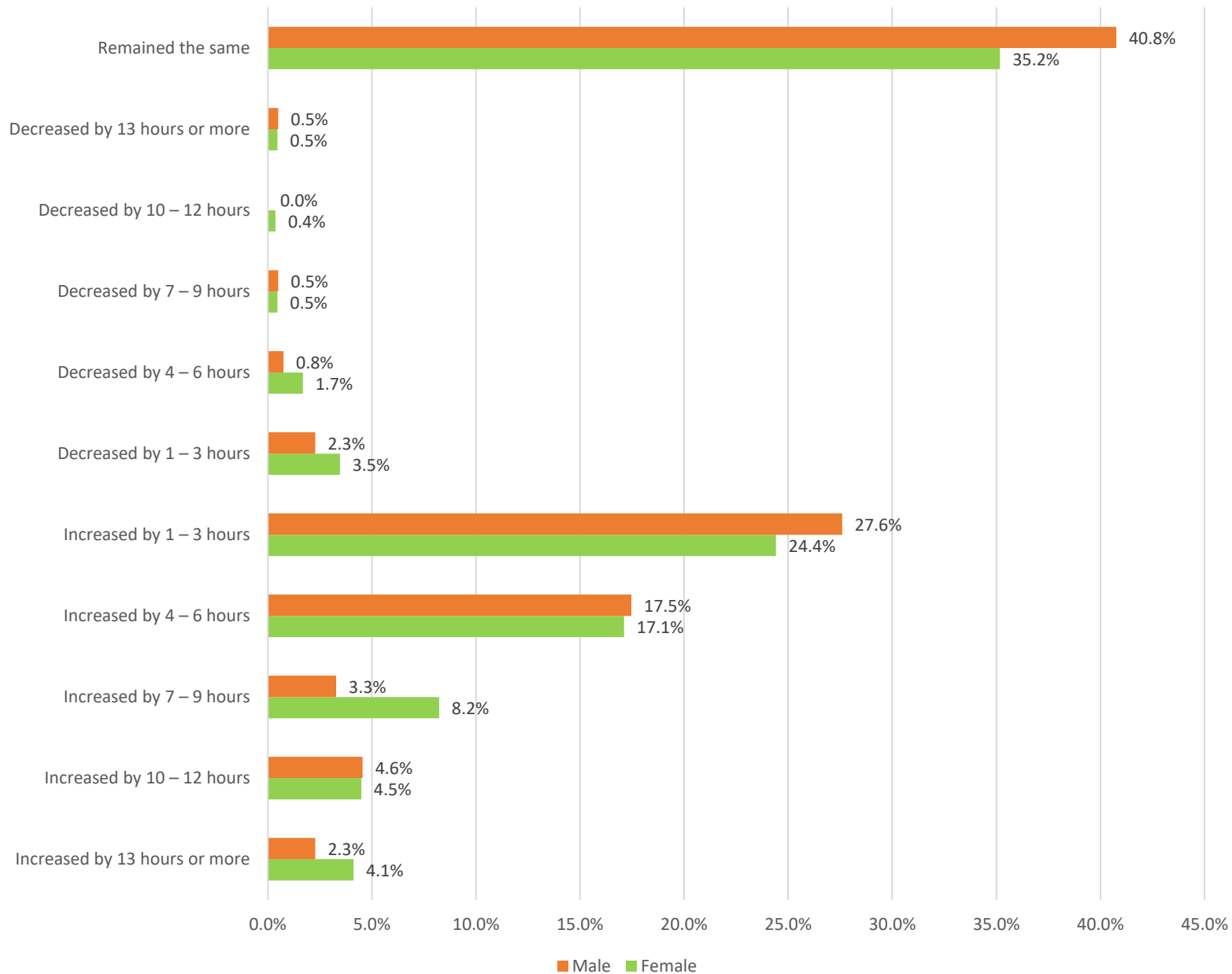
- **58.4% of female respondents**  
**55.2% of male respondents** stated that hours spent increased
- More male respondents, compared to females, stated that their load of housework remained the same during pandemic



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irgjiel u n-Nisa

## Housework - changes in hours spent per week





# Covid-19: Increase / Decrease

## Caring for children

National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiet u n-Nisa

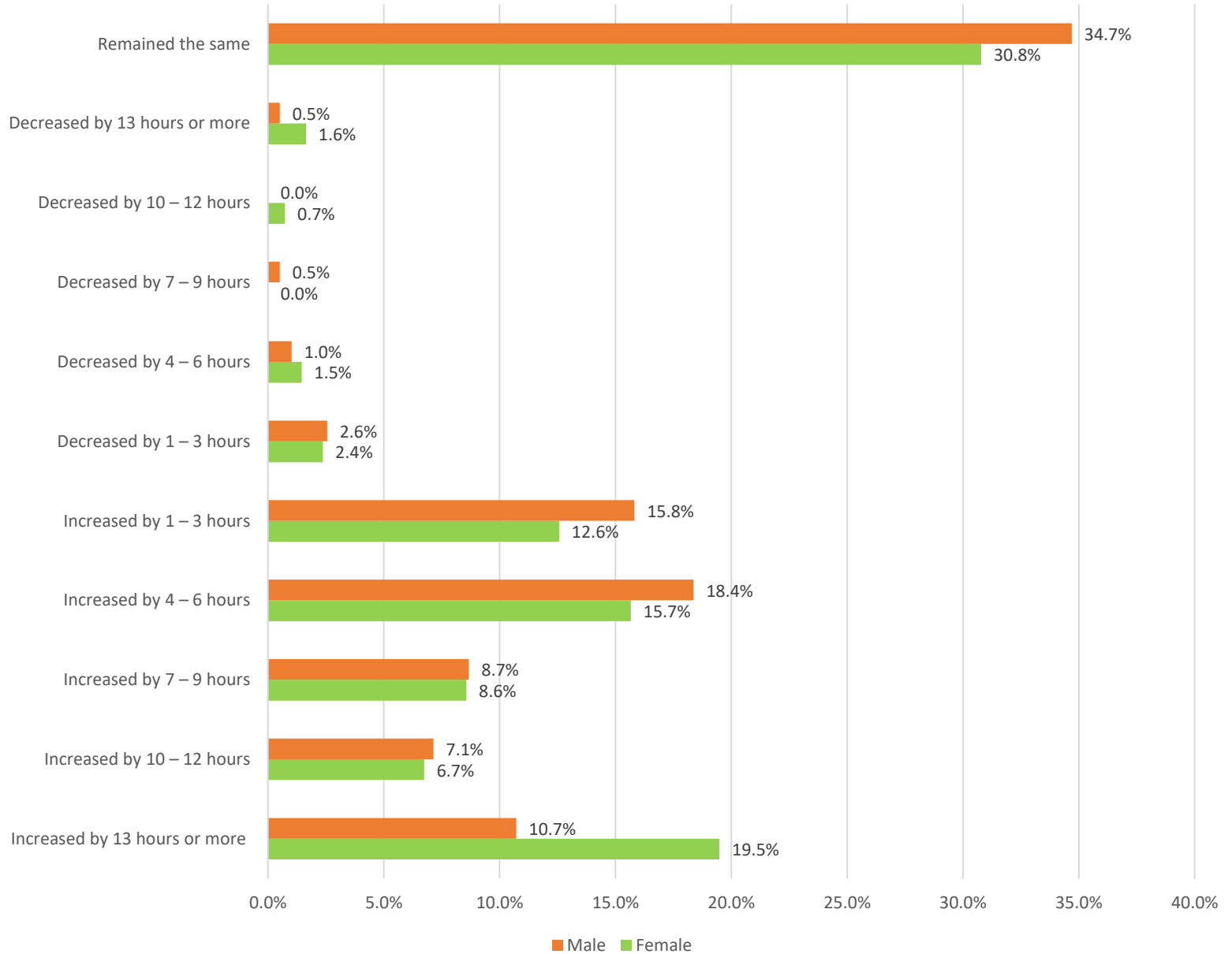
- **Higher overall increase for females (63%)** in comparison to males (60.7%)
- Difference in the category “Increased by 13 hours or more” is more marked, with **double the number of female respondents** reporting such increase



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiel u n-Nisa

## Caring for children - changes in hours spent per week





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Covid-19: Increase / Decrease

## Home schooling

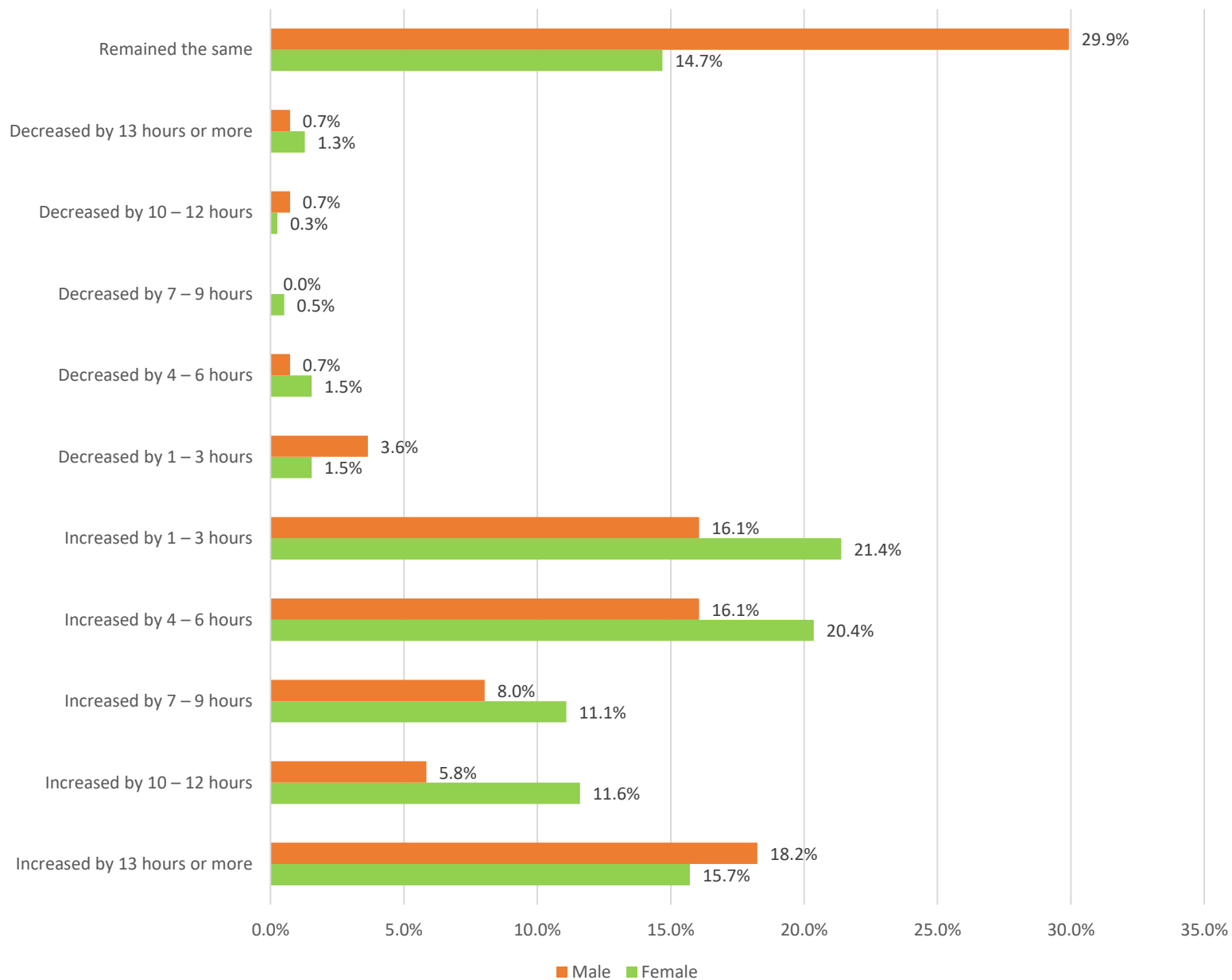
- A **16% gap** between female and male respondents who reported and increase -  
80.2% for females  
64.2% for males



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irgjiel u n-Nisa

## Home-schooling for children - changes in hours spent per week





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Covid-19: Increase / Decrease

## Caring for dependent adults

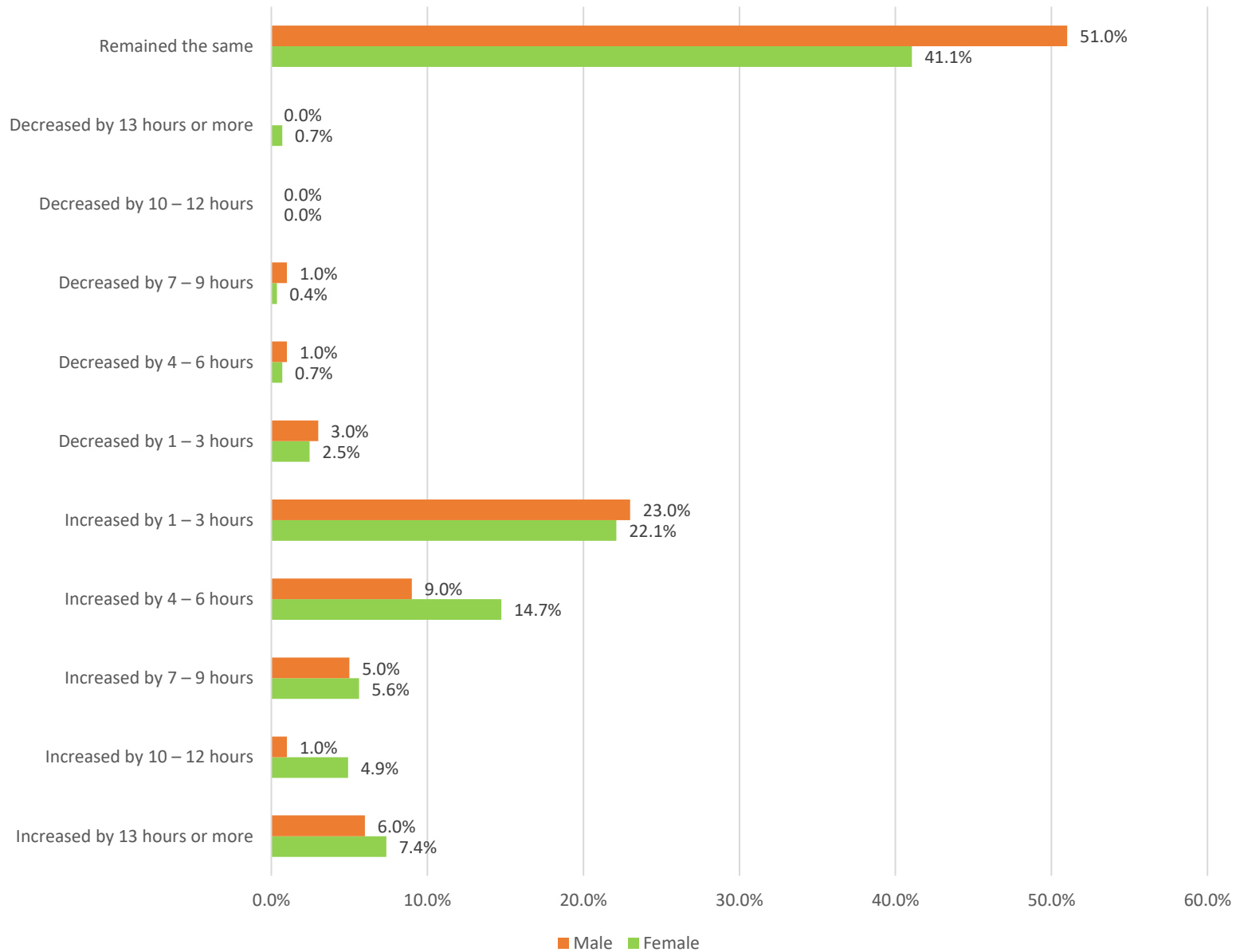
- **54.7% of females** reported an increase, in comparison to **44% of males**



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Caring for dependent adults - changes in hours spent per week







National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Covid-19: Increase / Decrease

## Leisure / free time

Filter: Women / men with children of 15 years or younger

- More **females** - **49.2%** - in comparison to **males** – **42.4%** - reported a decrease

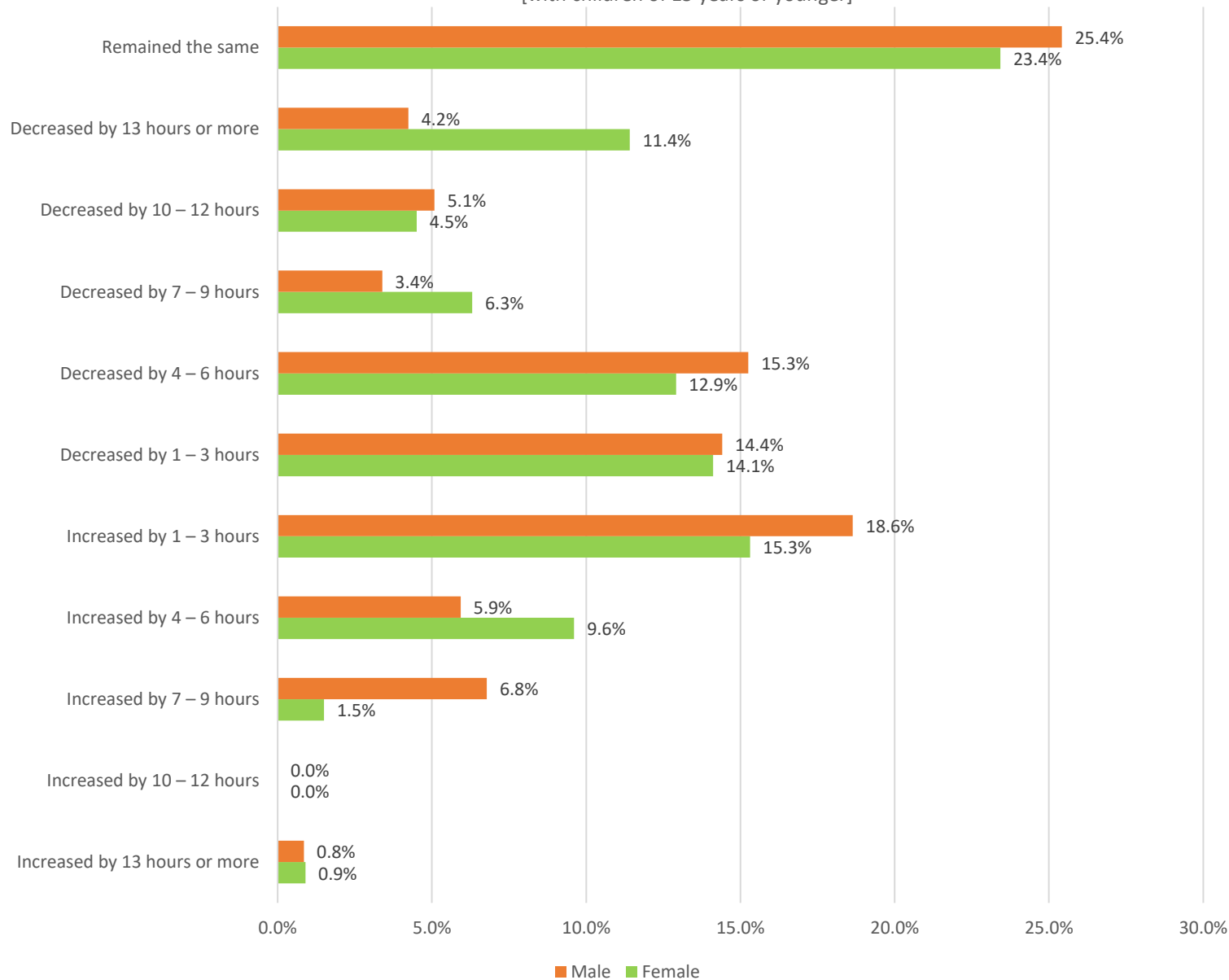


National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Leisure / Free time before - changes in hours spent per week

[with children of 15 years or younger]





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Covid-19: Increase / Decrease

## Personal Care

Filter: Women / men with children of 15 years or younger

- More **female respondents reported a decrease – 52.8%** - compared to males – **36.8%**

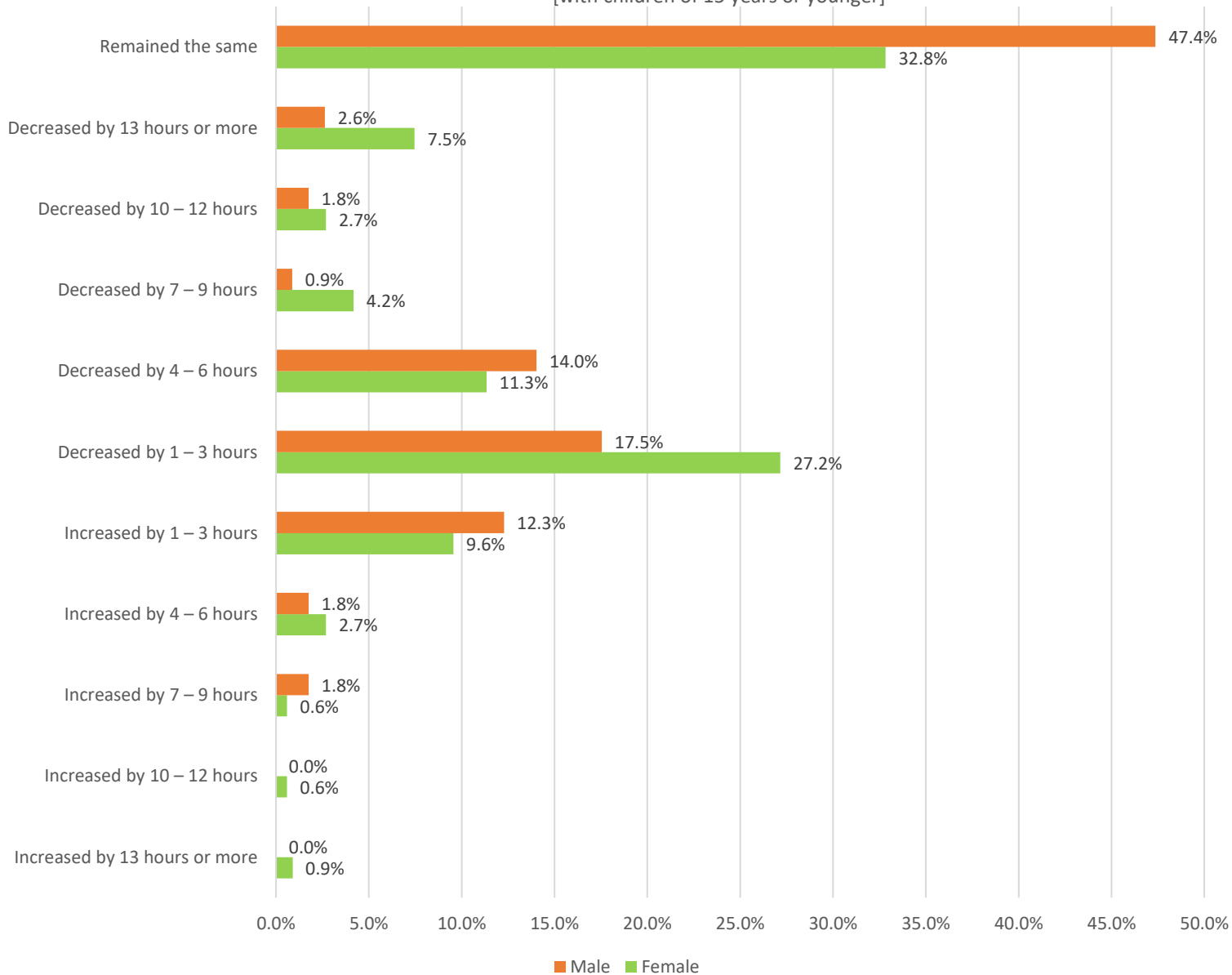


National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Personal care - changes in hours spent per week

[with children of 15 years or younger]





# Covid-19: Increase / Decrease

## Sleeping Hours

Filter: Women / men with children of 15 years or younger

- More **female respondents reported a decrease** – 43.8% - compared to males – 39.3%

National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

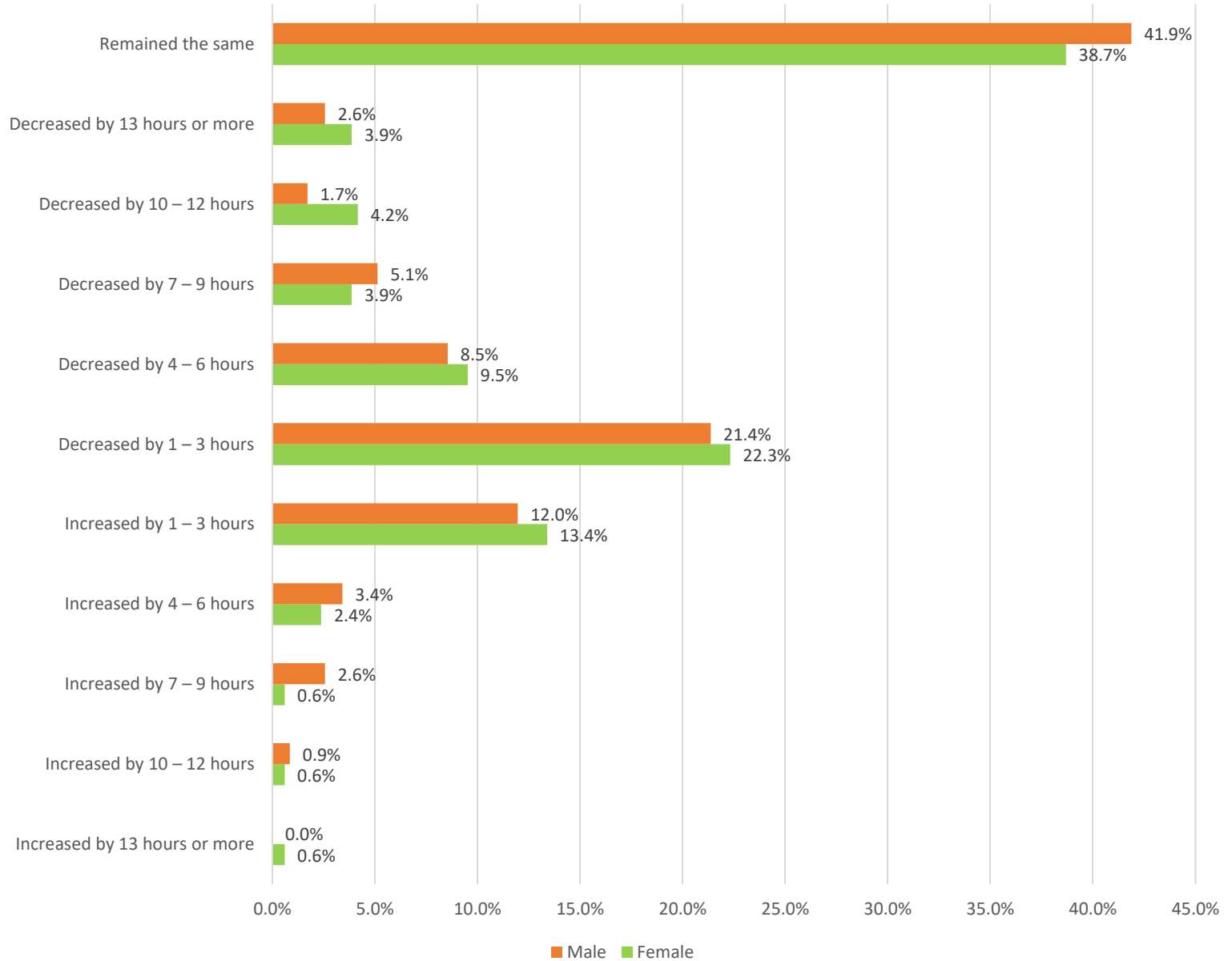


National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiel u n-Nisa

## Sleep - changes in hours spent per week

[with children of 15 years or younger]





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Agree / Disagree

Housework was equally shared with  
my partner/ spouse during  
the Covid-19 pandemic

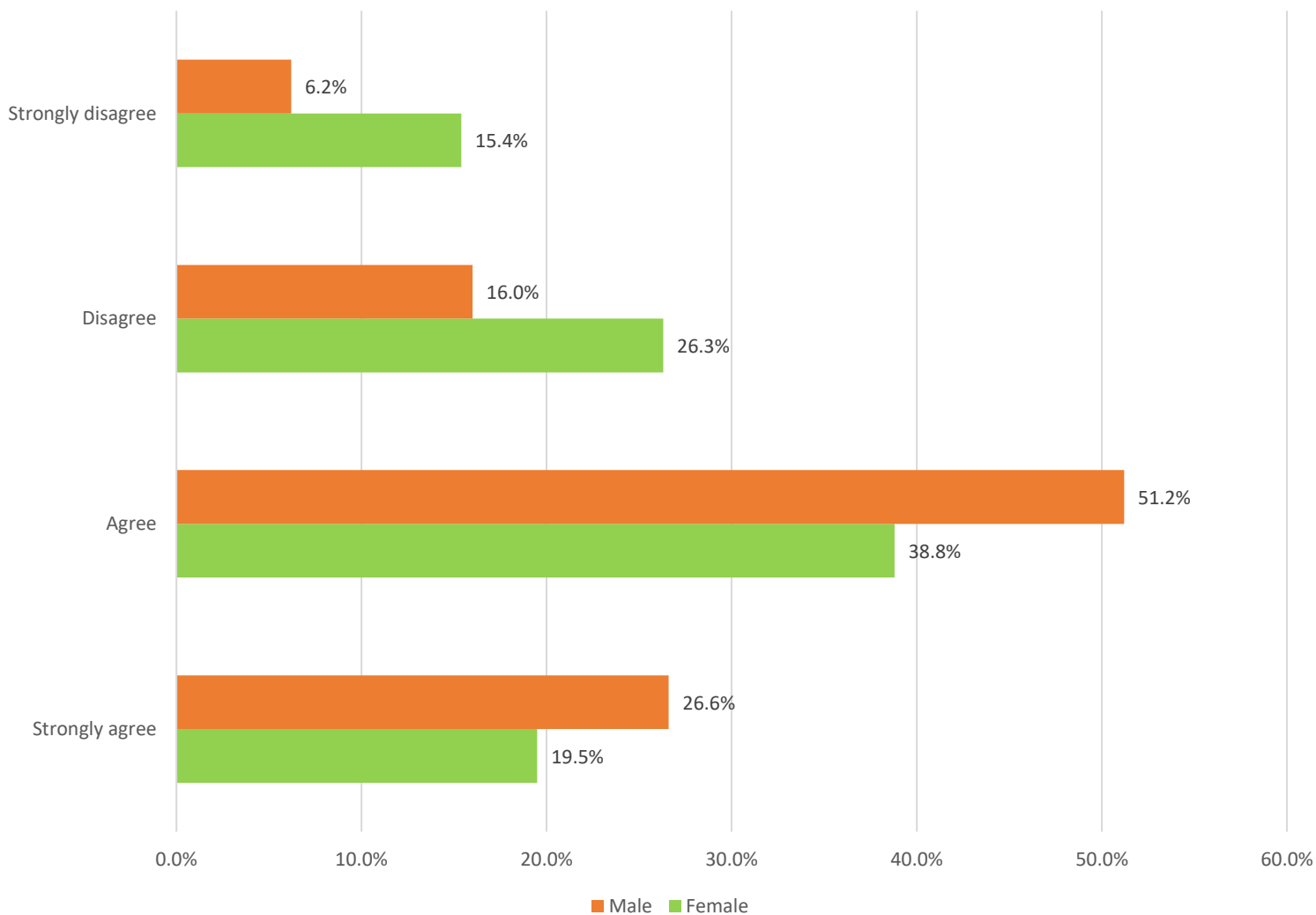
- **Women less likely to “strongly agree / agree”** with this statement, and more likely to “strongly disagree / disagree”
- The opposite happened with male respondents – men are more likely to **perceive** that housework is equally shared



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
għall-Promozzjoni  
ta' l-Ugwaljanza  
għall-Irġiel u n-Nisa

## Housework was equally shared with my partner/spouse during the Covid-19 pandemic







National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Agree / Disagree

Caring and home-schooling for children was  
equally shared with my partner/ spouse  
during the Covid-19 pandemic

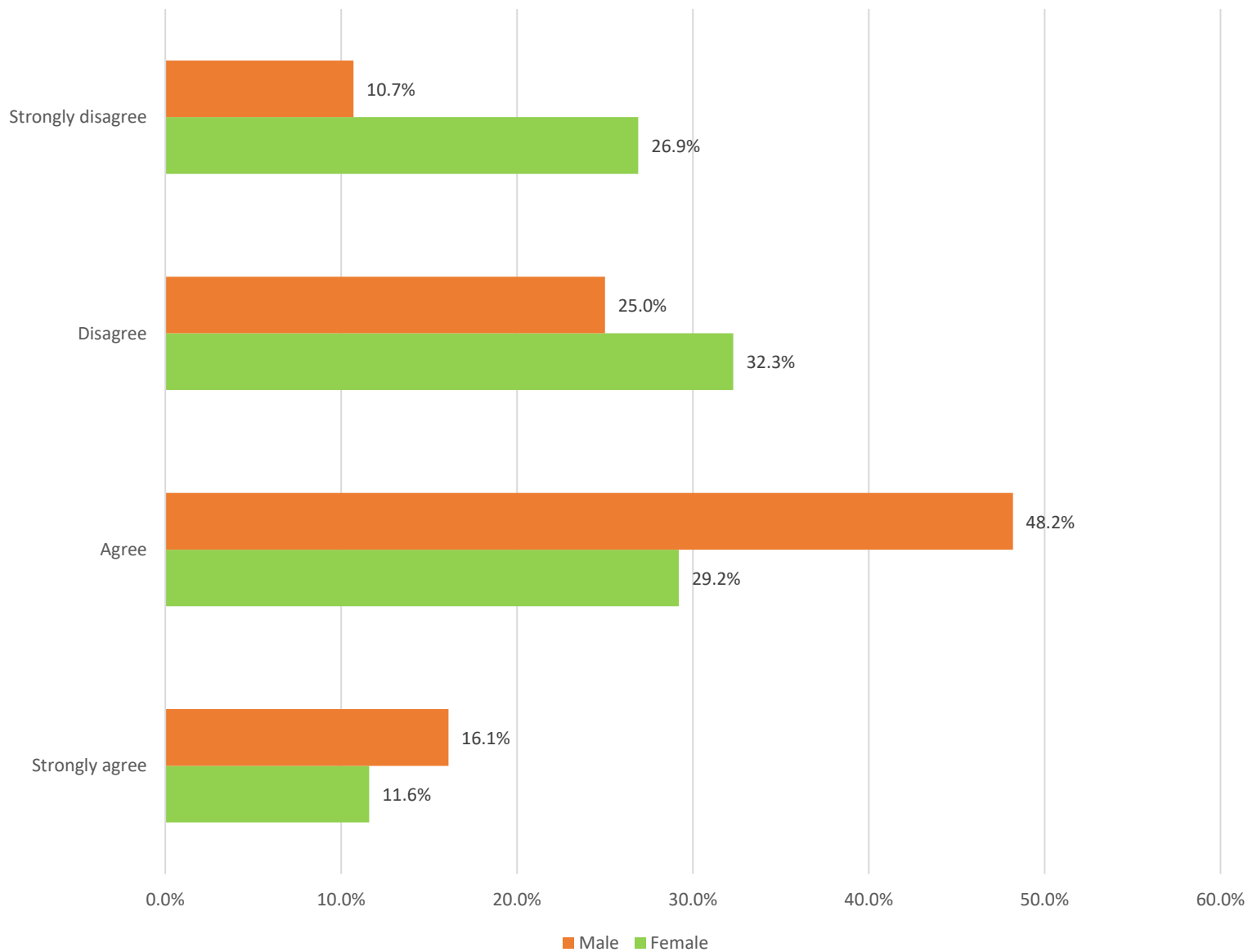
- **59.2% of female** respondents **disagreed** with this statement
  - **35.7% of male** respondents **disagreed** with this statement
-



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Caring and home-schooling for children was equally shared with my partner/spouse during the Covid-19 pandemic





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Agree / Disagree

Caring for dependent adults was equally shared with my partner/spouse during the Covid-19 pandemic

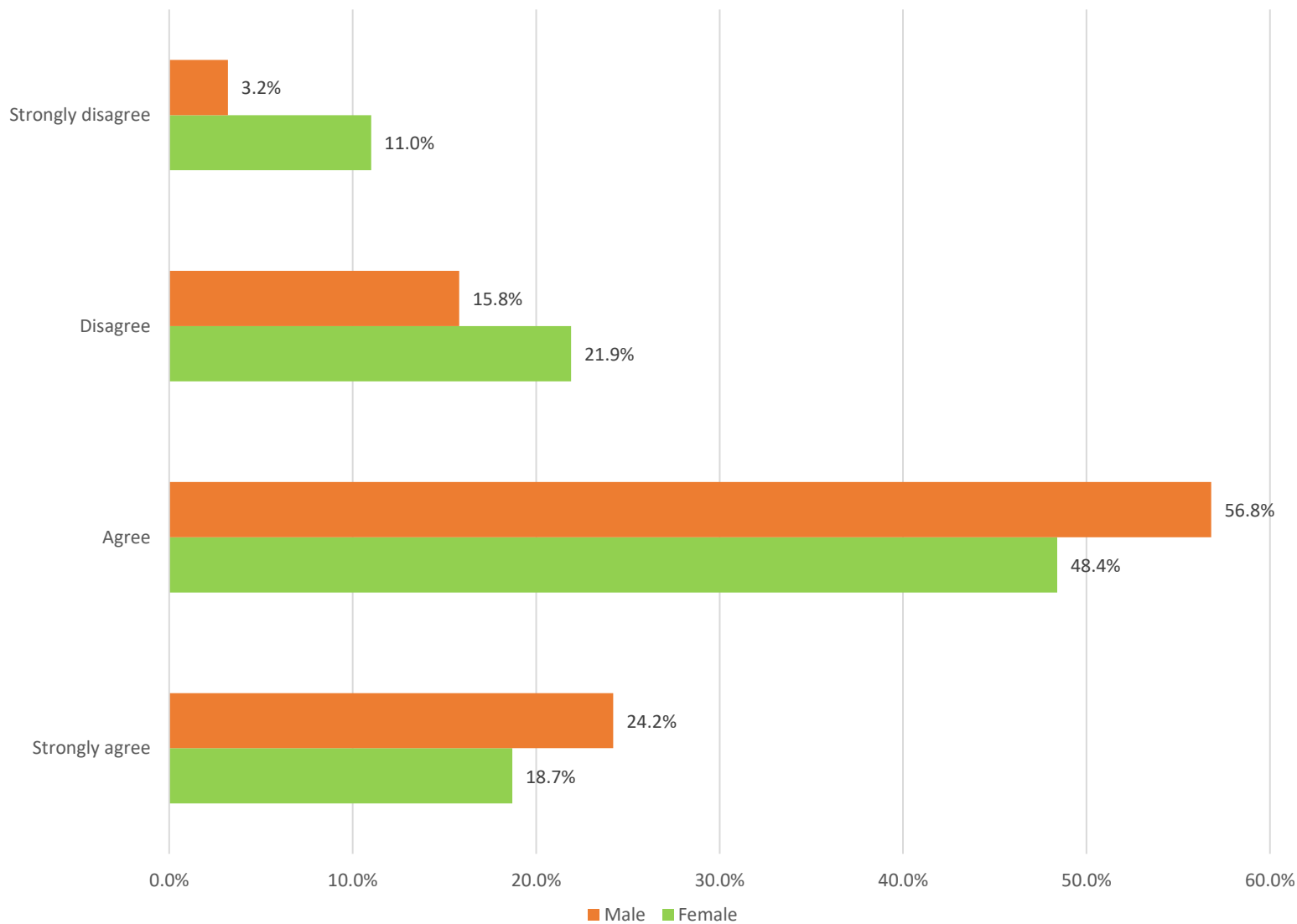
- Female respondents were **more likely to disagree** - 32.9% - compared to males - 19%.



National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Caring for dependent adults was equally shared with my partner/spouse during the Covid-19 pandemic



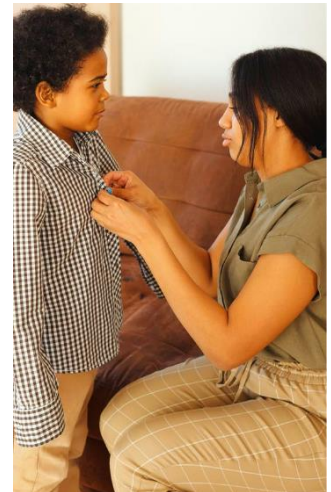


National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Interpretation of Results

- Number of hours spent on **household tasks** and **childcare** during pandemic increased more for women than for men
- Time spent on **personal care** and **sleep decreased more for women than for men**
- **Differences** between women and men become even **starker** when findings are seen in **context of the EIGE Gender Equality Index 2019**, which shows the extent of inequalities between women and men prior to Covid-19
- **Existing inequality** was not corrected or reduced, but **reproduced** and **exacerbated**



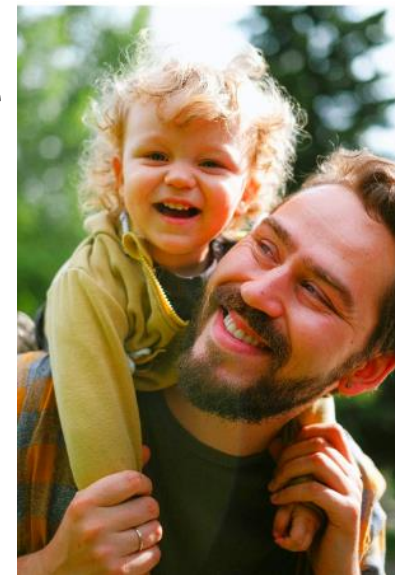


National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# Recommendations 1

- Implement measures that influence and **challenge stereotypical public perceptions** of men as breadwinners and women as child carers, such as longer paternity leave and paid parental leave on a use-it-or-lose-it basis
- Incentivise employers to **support male workers** in their choices regarding the **sharing of family responsibilities**
- Carry out a **Gender Impact Assessment** of the **pandemic**, and of the **recovery measures**





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgjiel u n-Nisa

## Recommendations 2

- Implement **gender-sensitive Covid-19 response plans** and **recovery measures**
- **Expand childcare support** for working parents when care services are closed or limited due to Covid-19
- Take measures against **precarious work**
- **Flexible work arrangements** in both the public as well as the private sector, with incentives if required





National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

## Recommendations 3

**Policy measures and behavioural changes** are necessary to tackle the deep roots of gender inequality

**Gender stereotyping** has to be proactively addressed across the board, by all stakeholders, in all areas particularly **politics, media, education** and **policy making**







National Commission  
for the Promotion  
of Equality for  
Men And Women

Kummissjoni Nazzjonali  
ghall-Promozzjoni  
ta' l-Ugwaljanza  
ghall-Irgiel u n-Nisa

# THANK YOU

## National Commission for the Promotion of Equality

Gattard House, National Road  
Blata l-Bajda HMR 9010

Tel: 2295 7850

Email: [equality@gov.mt](mailto:equality@gov.mt)

Website: [www.ncpe.gov.mt](http://www.ncpe.gov.mt)

---