



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

Research on the distribution of work in households 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

Survey

- Survey assessed the **unequal distribution of unpaid/informal work** within households between **women and men**
 - **Online** survey disseminated between the 23rd June and the 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-Irgjiel u n-Nisa

Point of Departure

- Survey asked about the **increases/ decreases per week** as a result of Covid-19 in the total hours spent on different tasks; it did **not** ask about differences in 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

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

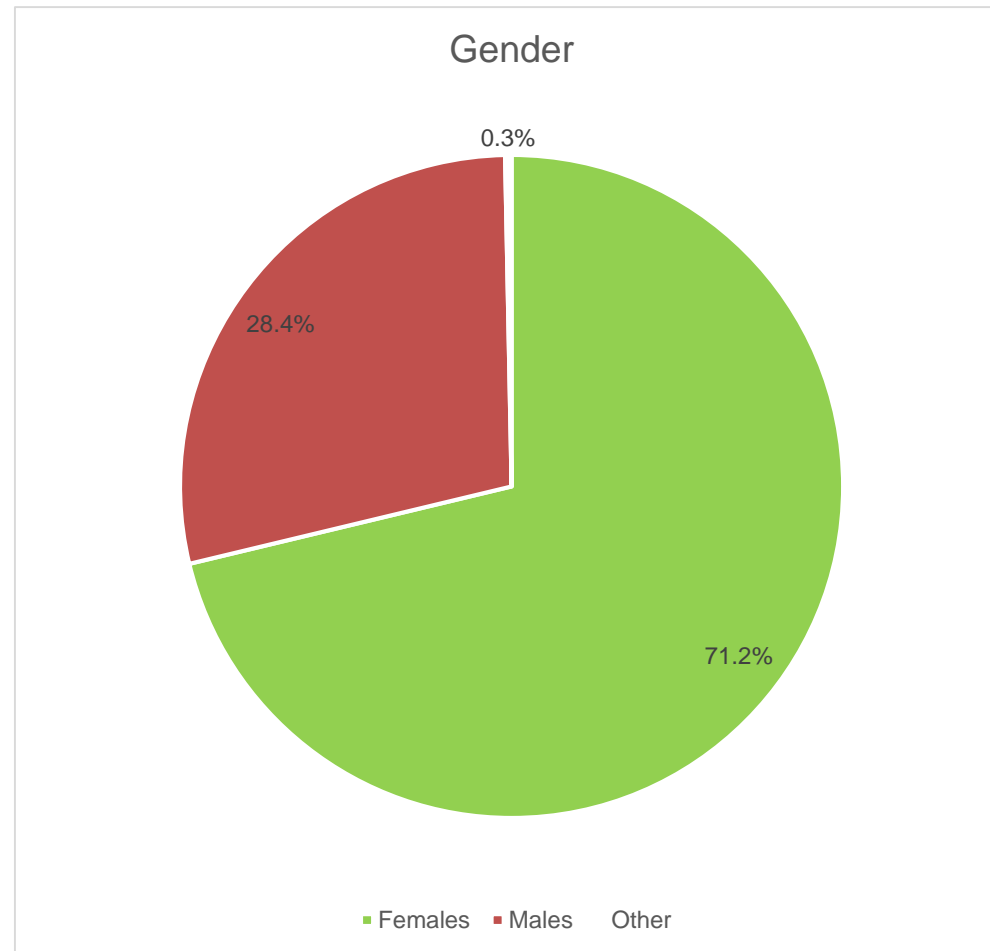
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

Profile of Respondents

Gender

1,906 respondents

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





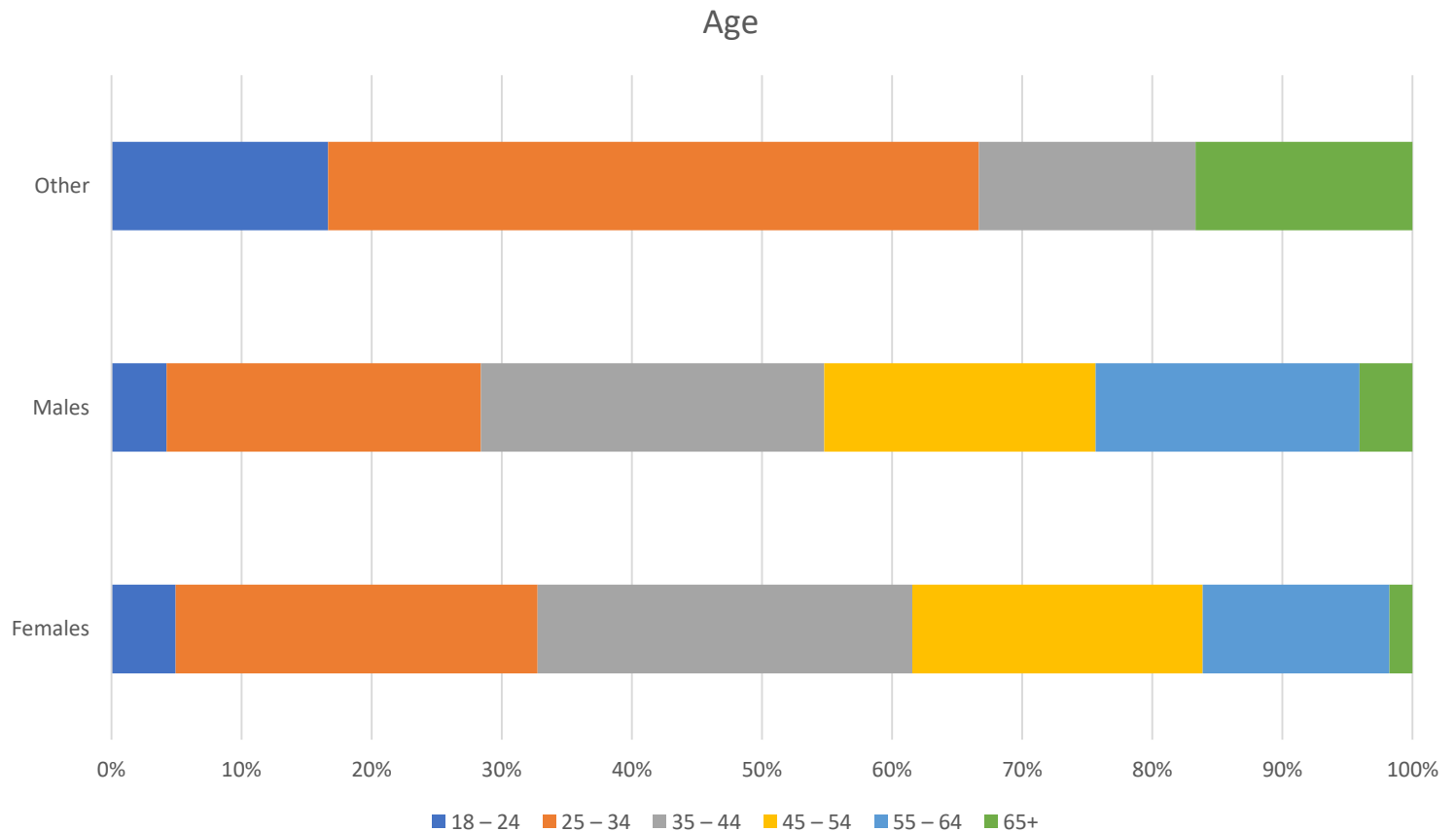
National Commission
for the Promotion
of Equality for
Men And Women

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

Profile of Respondents

Age

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





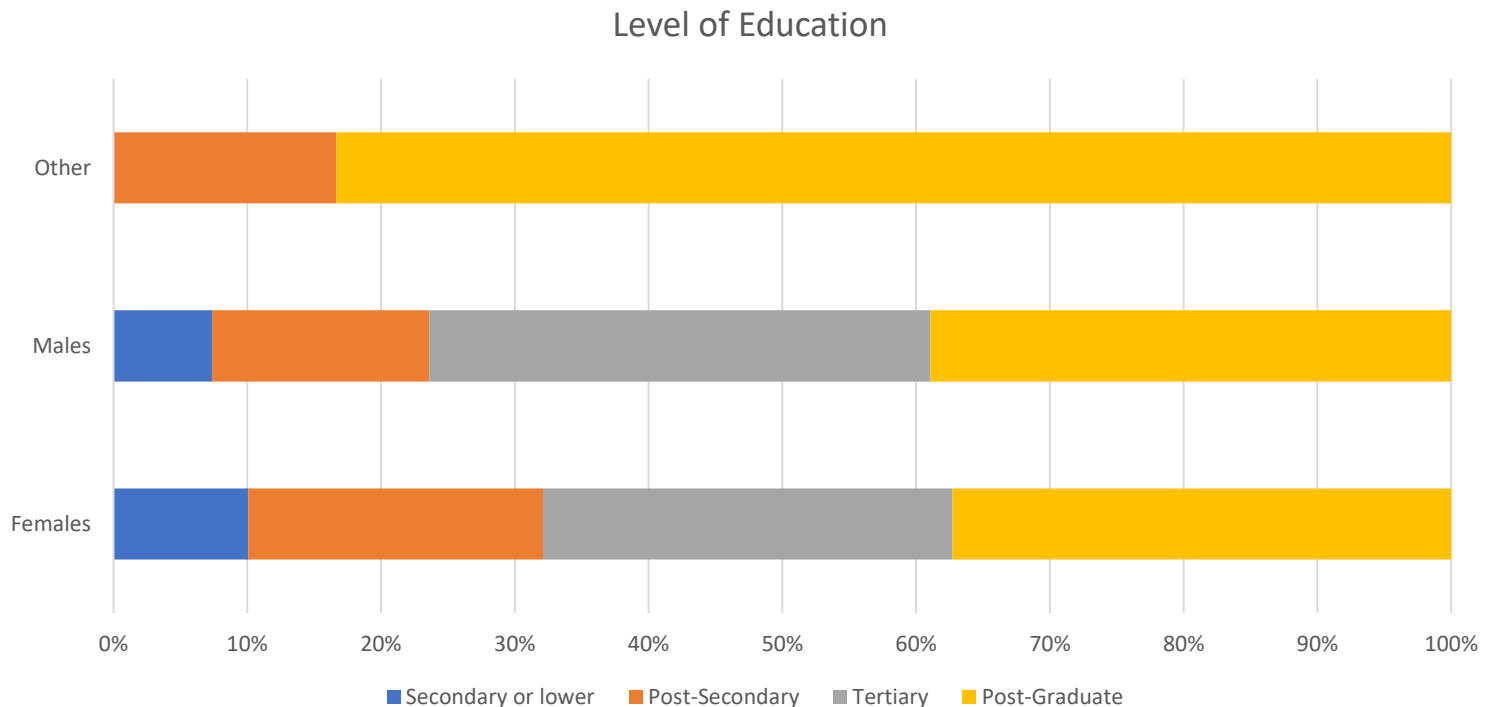
National Commission
for the Promotion
of Equality for
Men And Women

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





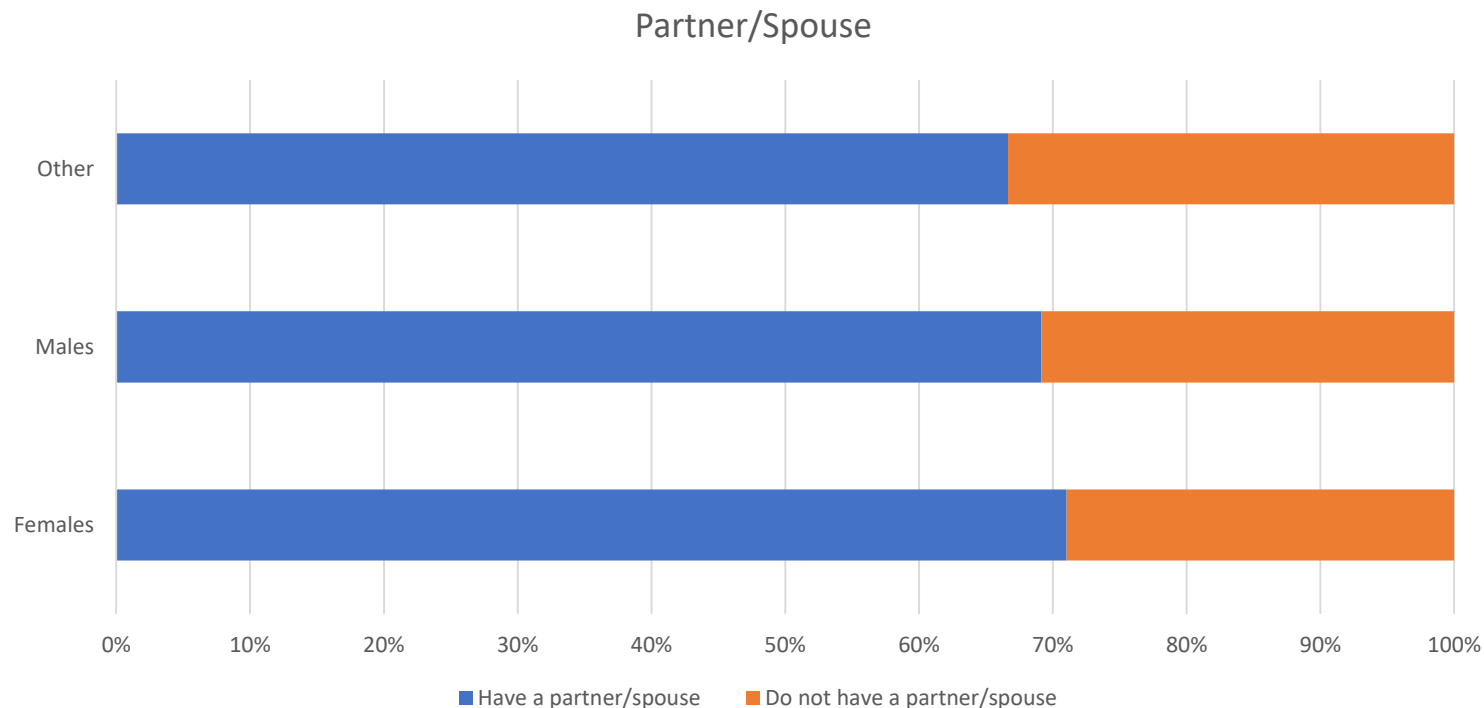
National Commission
for the Promotion
of Equality for
Men And Women

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





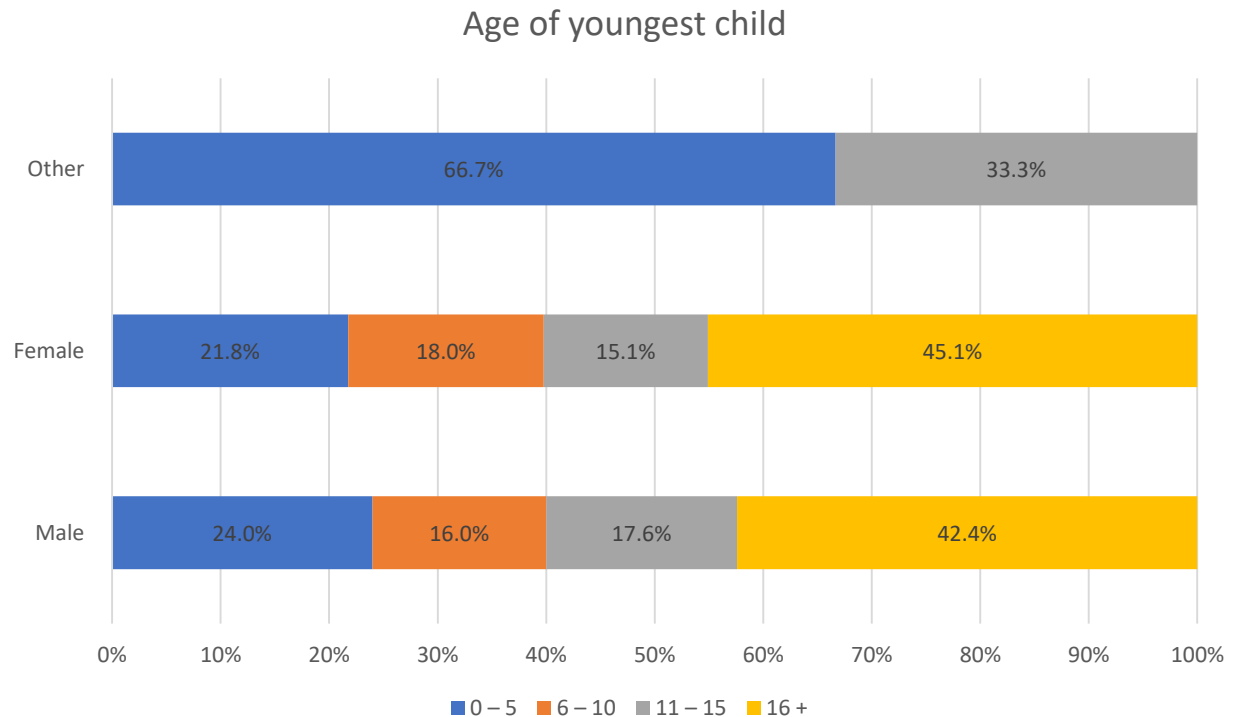
National Commission
for the Promotion
of Equality for
Men And Women

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.





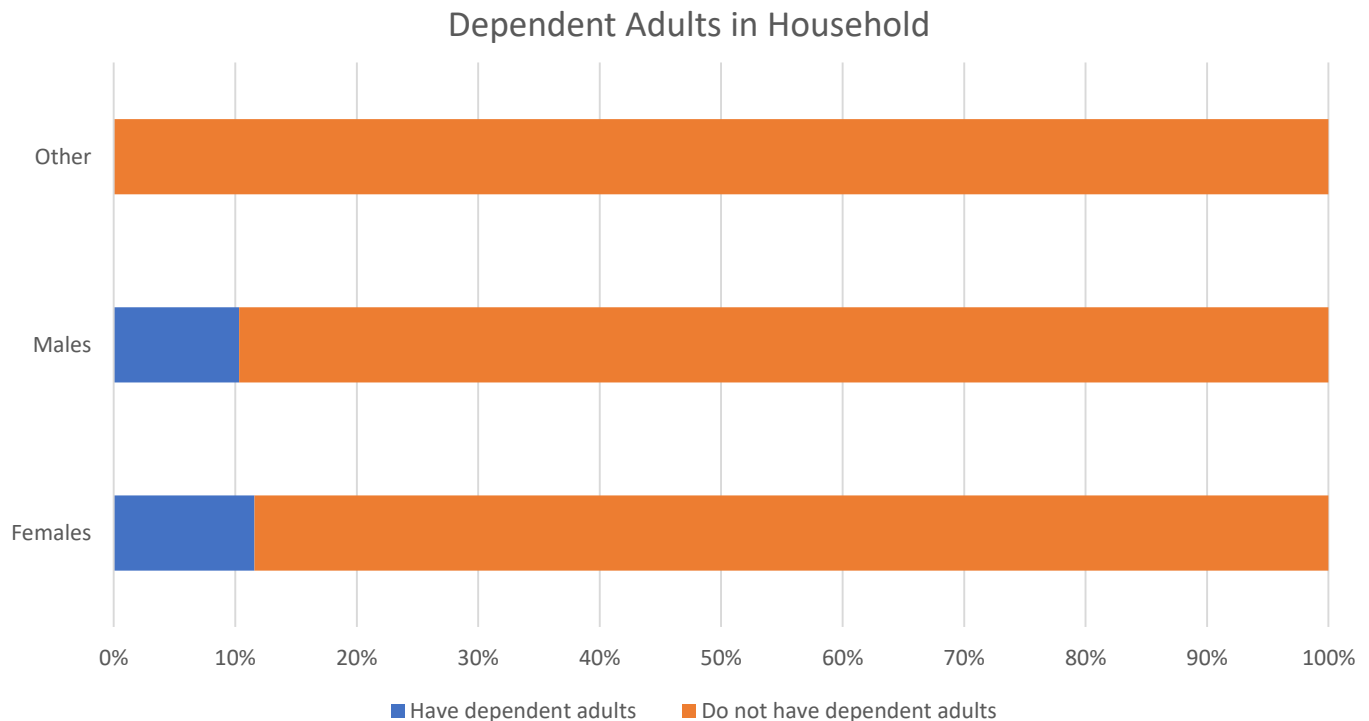
National Commission
for the Promotion
of Equality for
Men And Women

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





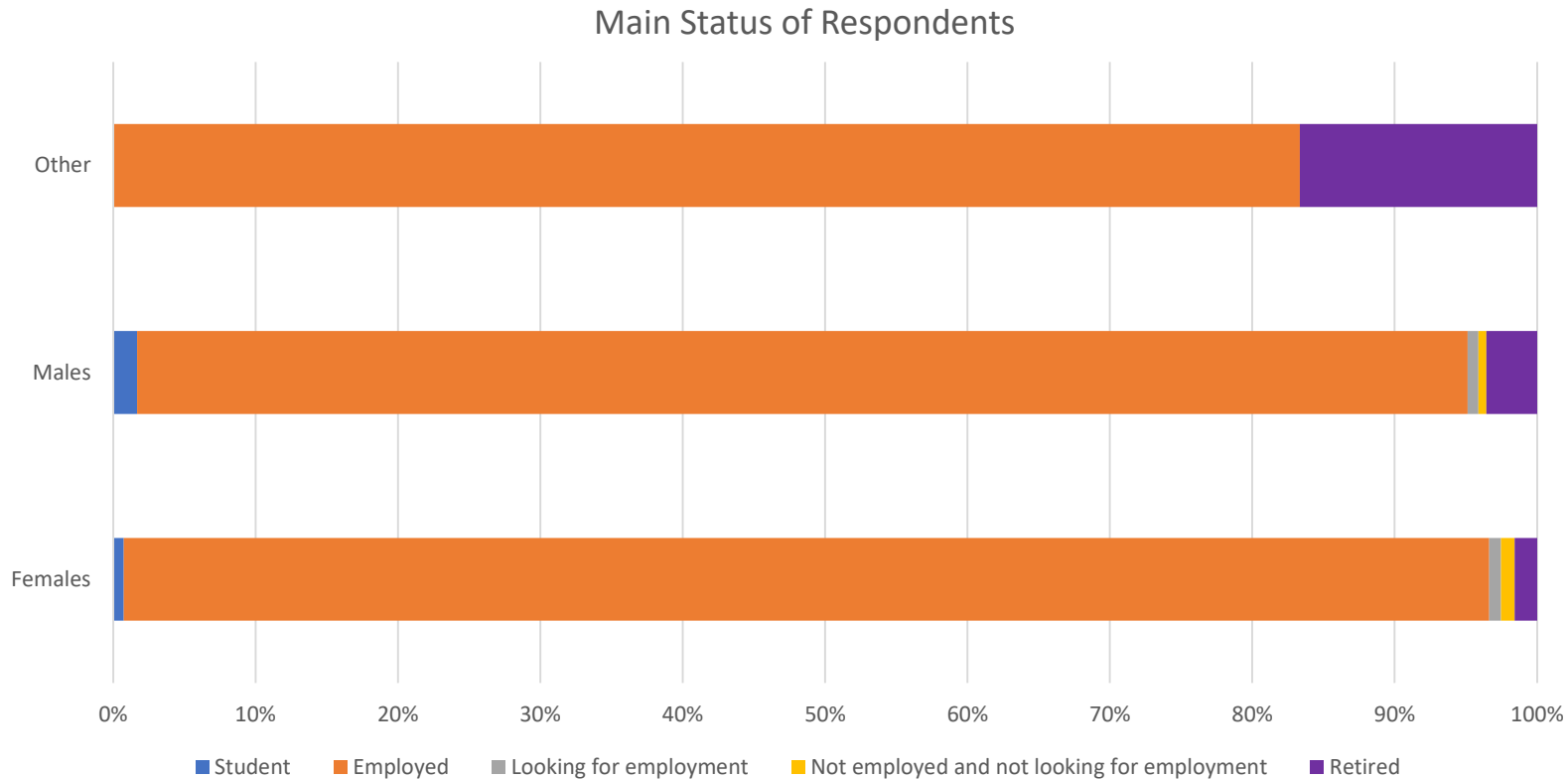
National Commission
for the Promotion
of Equality for
Men And Women

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

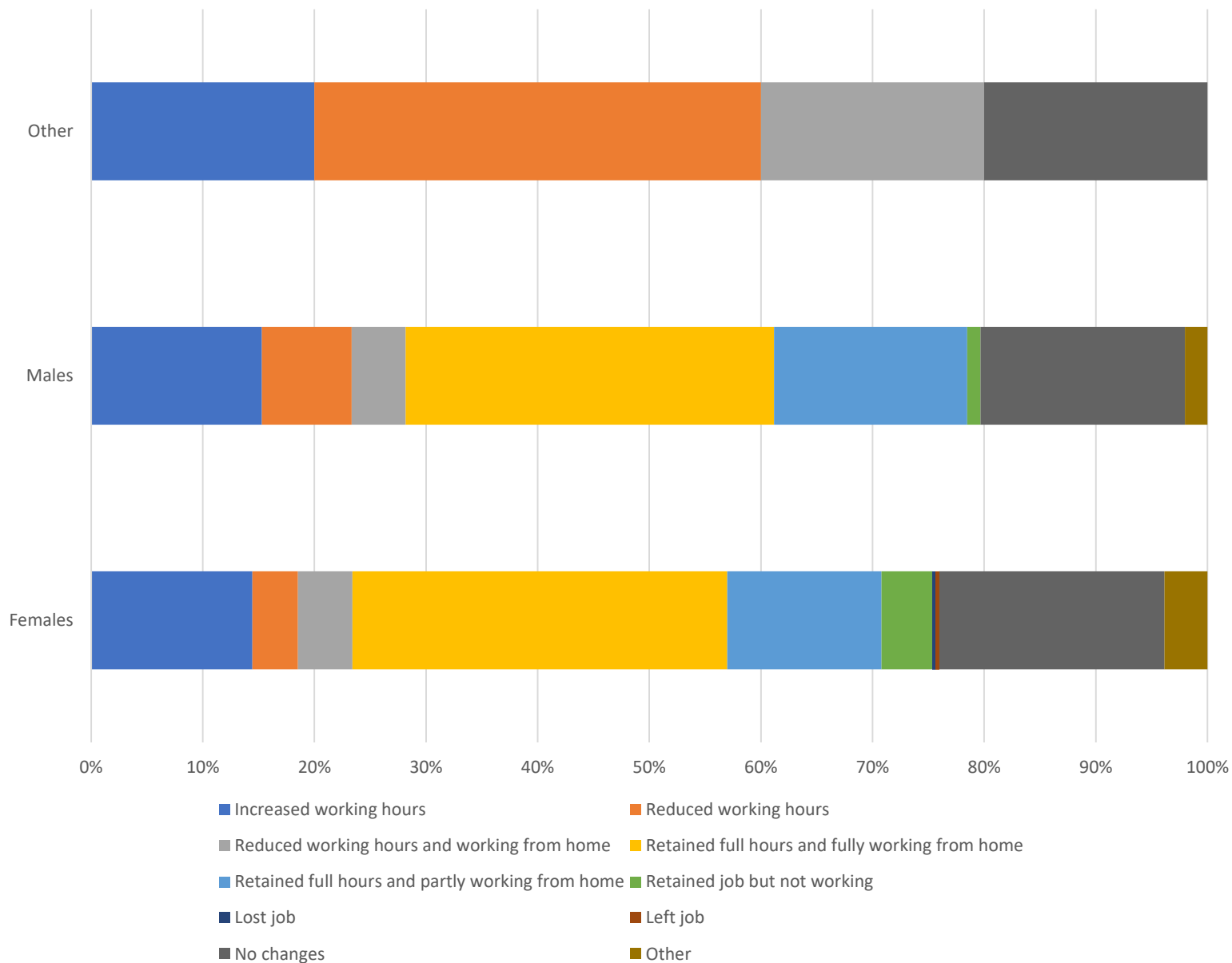
- **45.2% of female respondents and 46.2% of male respondents** retained their full hours of work, and fully or partially **worked from home**
- Majority of both female and male respondents stated that the pandemic has not affected their working hours



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-Irgjiel u n-Nisa

Covid-19: Increase / Decrease

Paid Work

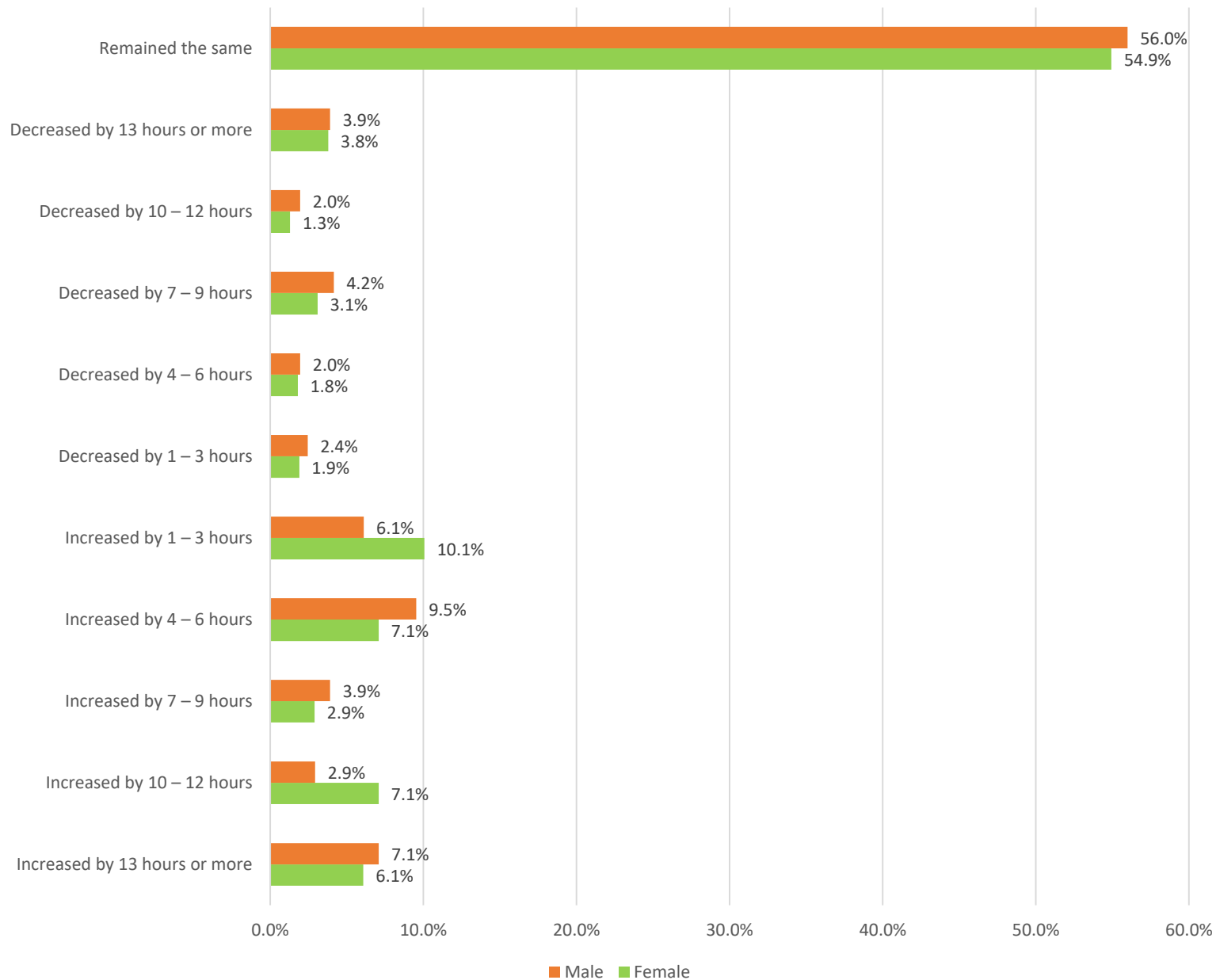
- **33.2% of female** respondents stated that the hours spent on paid work **increased** during the pandemic, compared to **29.6% of male** respondents
- **11.9% of female** respondents and **14.4% of male** respondents reported a **decrease** in paid working hours
- Majority of both female (54.9%) and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



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel 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

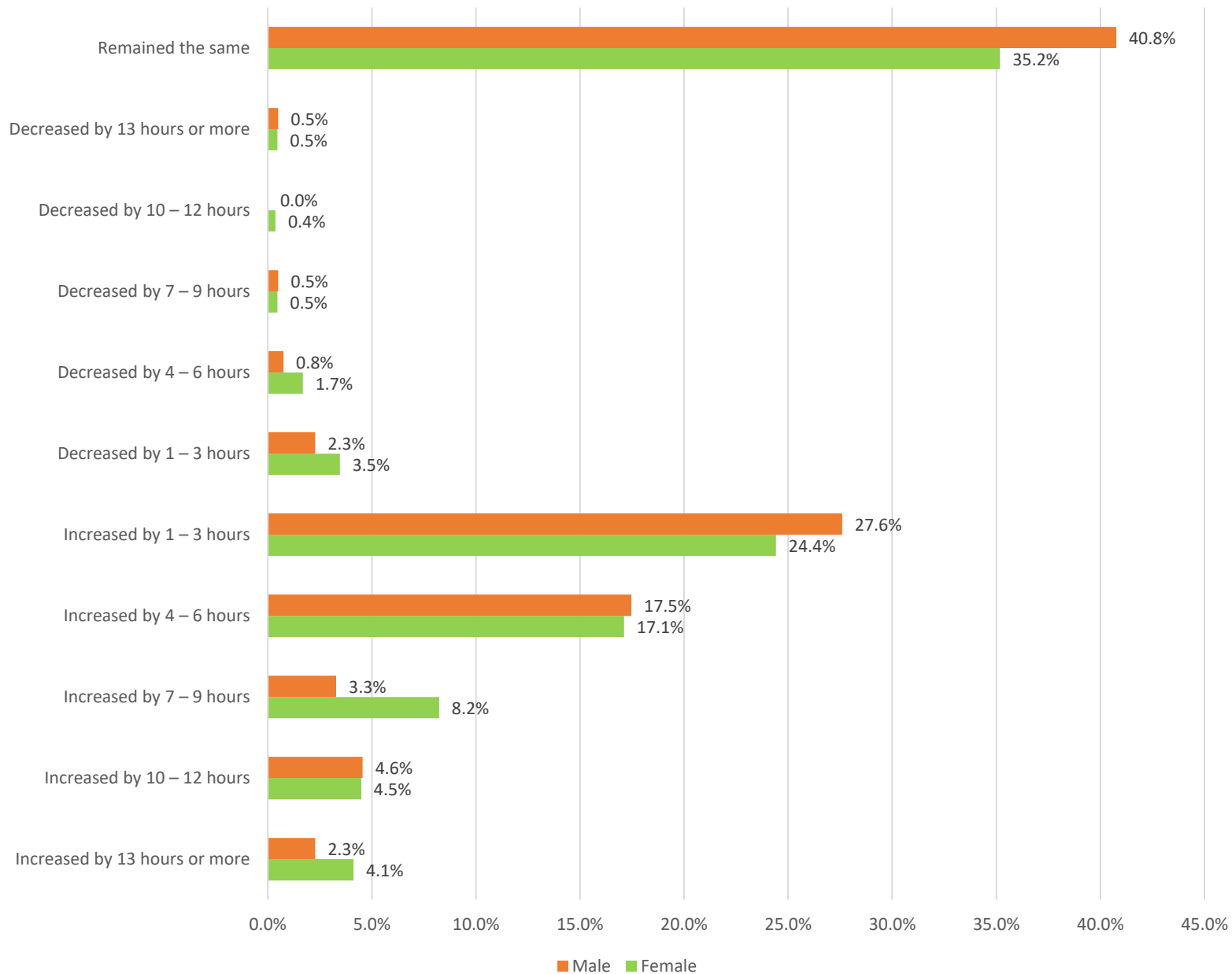
- **58.4% of female respondents** stated that the hours spent increased, compared to **55.2% of male respondents**
- More male respondents, compared to females, stated that their load of housework remained the same during the pandemic



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





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

Caring for children

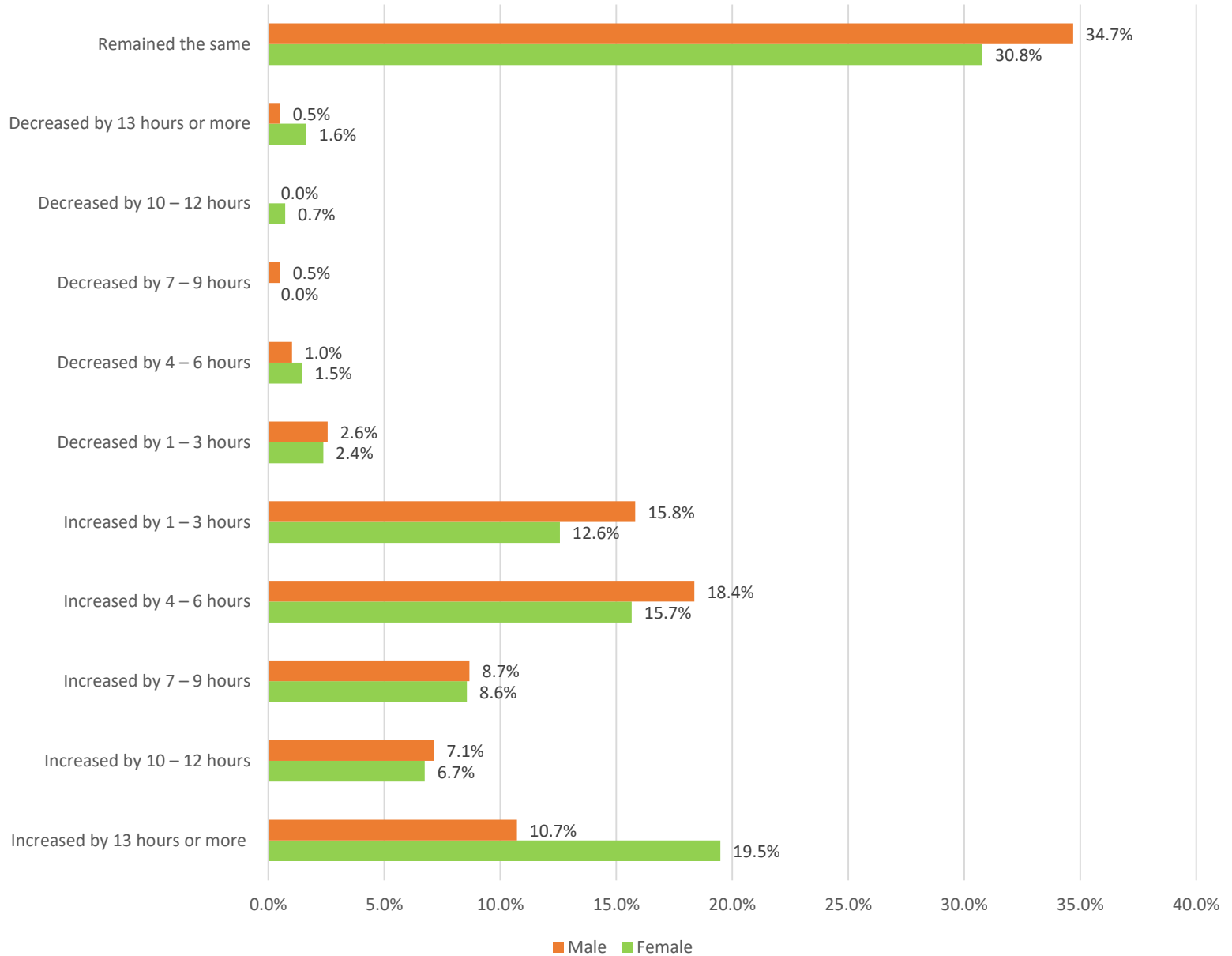
- **Higher overall increase for females (63%)** in comparison to males (60.7%)
- Difference in the category “Increased by 13 hours or more” is more marked, with **double the number of female respondents** reporting such increase



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

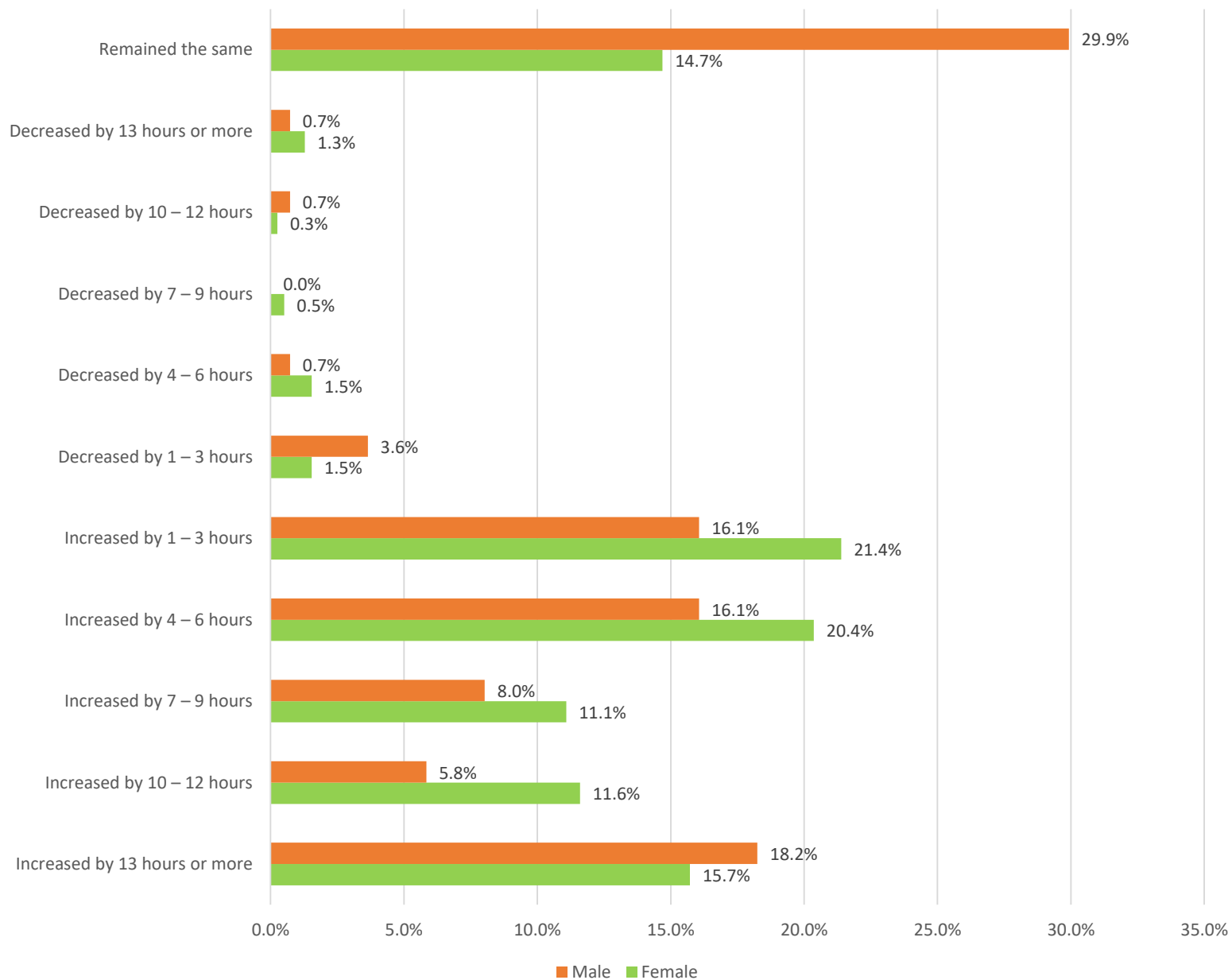
- A **16% gap** between female and male respondents - 80.2% for females and 64.2% for males



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel 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

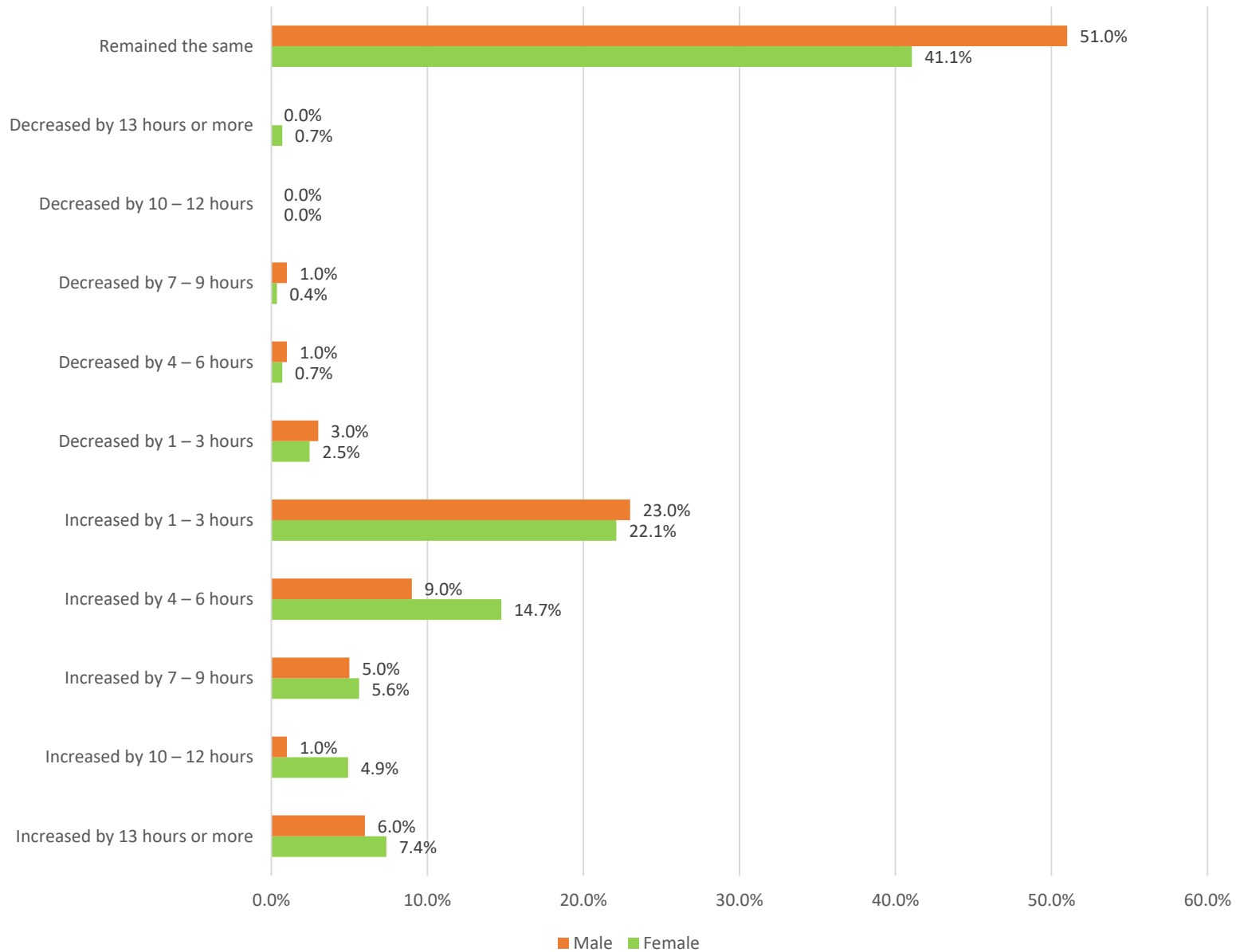
- **54.7% of females** reported an increase, in comparison to **44% of males**



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





Covid-19: Increase / Decrease

Leisure / free time

- More **males - 45.3%** - in comparison to **females - 42.6%** - reported an increase
- More **females reported a decrease - 32%** - in comparison to males – **25.1%**

National Commission
for the Promotion
of Equality for
Men And Women

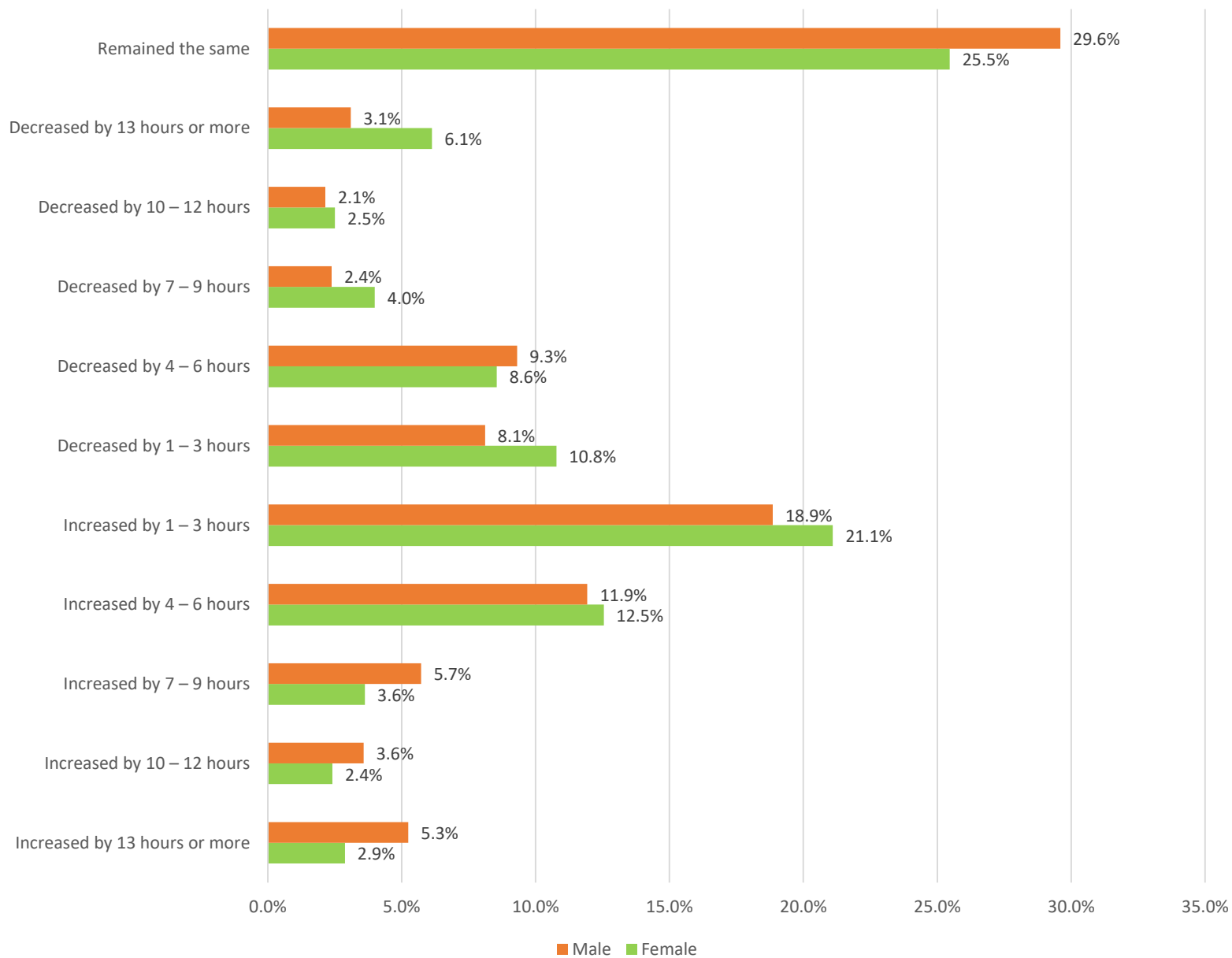
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



National Commission
for the Promotion
of Equality for
Men And Women

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

Leisure / Free time - 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

Personal Care

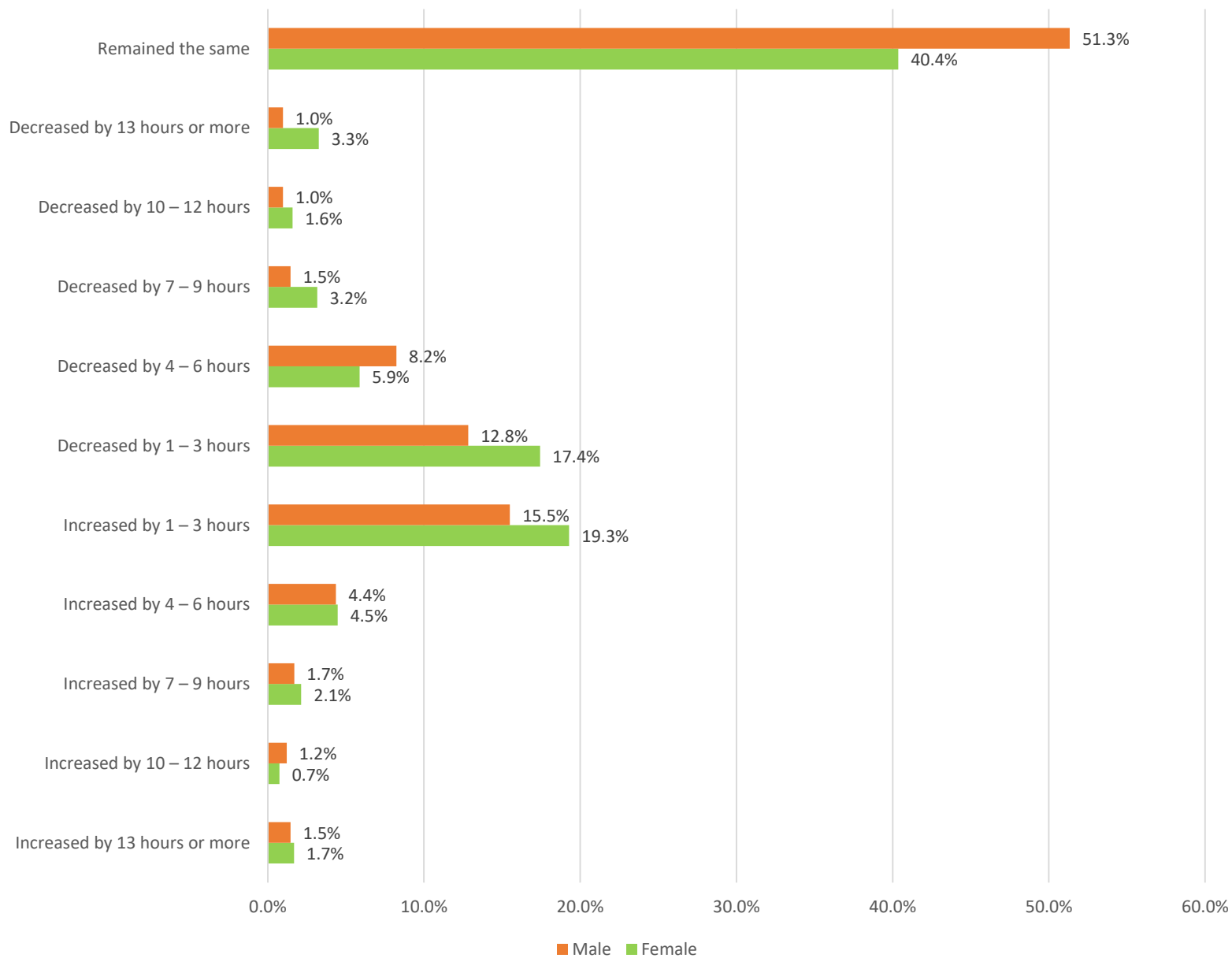
- More **female respondents reported a decrease** – 31.3% - compared to males - 24.5%
- 28.3% of female respondents and 24.2% of male respondents reported an increase



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





Covid-19: Increase / Decrease

Sleep

- The majority of both female (57.8%) and male (66.8%) respondents stated that their sleep has **either remained the same or increased by 1-3 hours.**

National Commission
for the Promotion
of Equality for
Men And Women

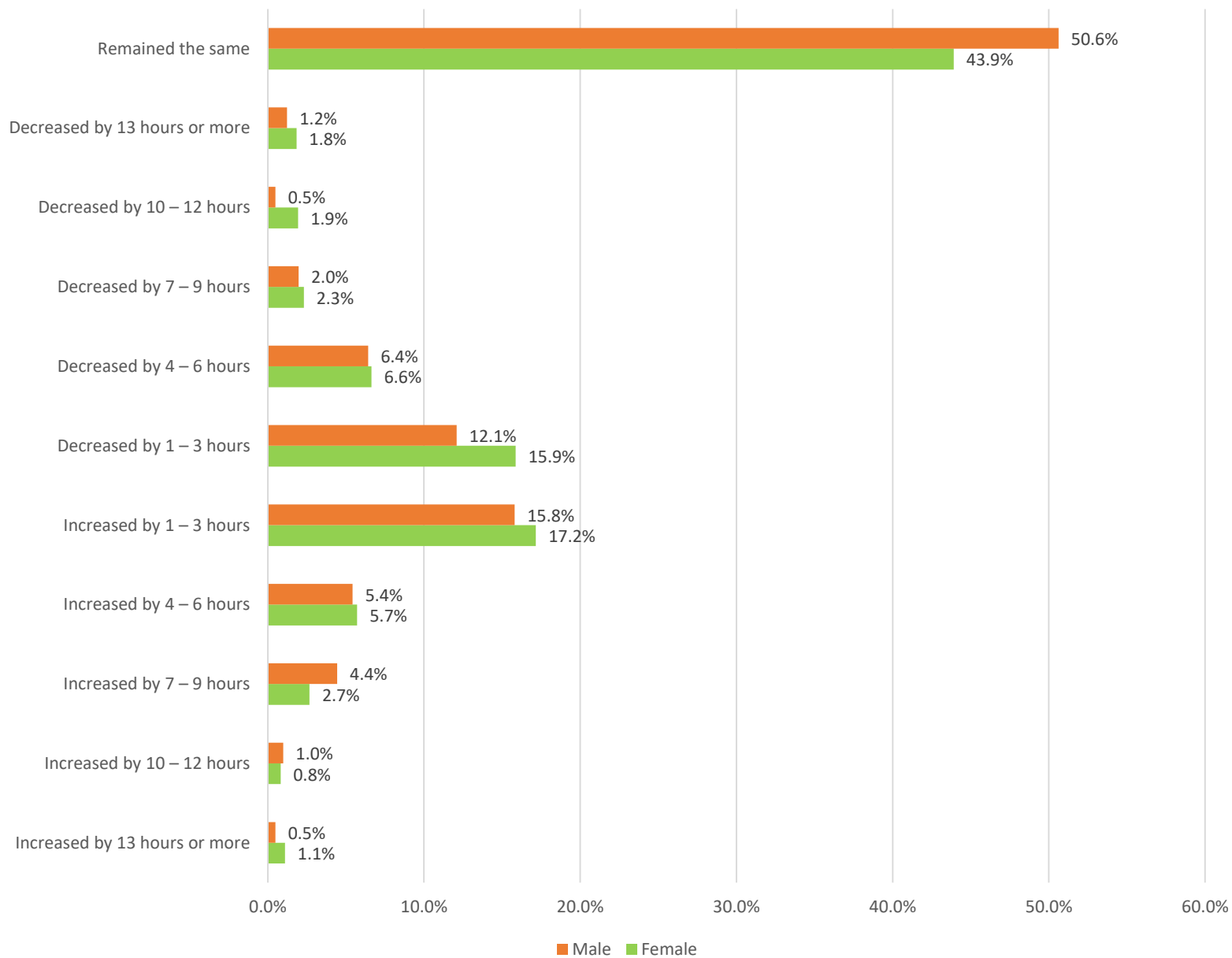
Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa



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





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

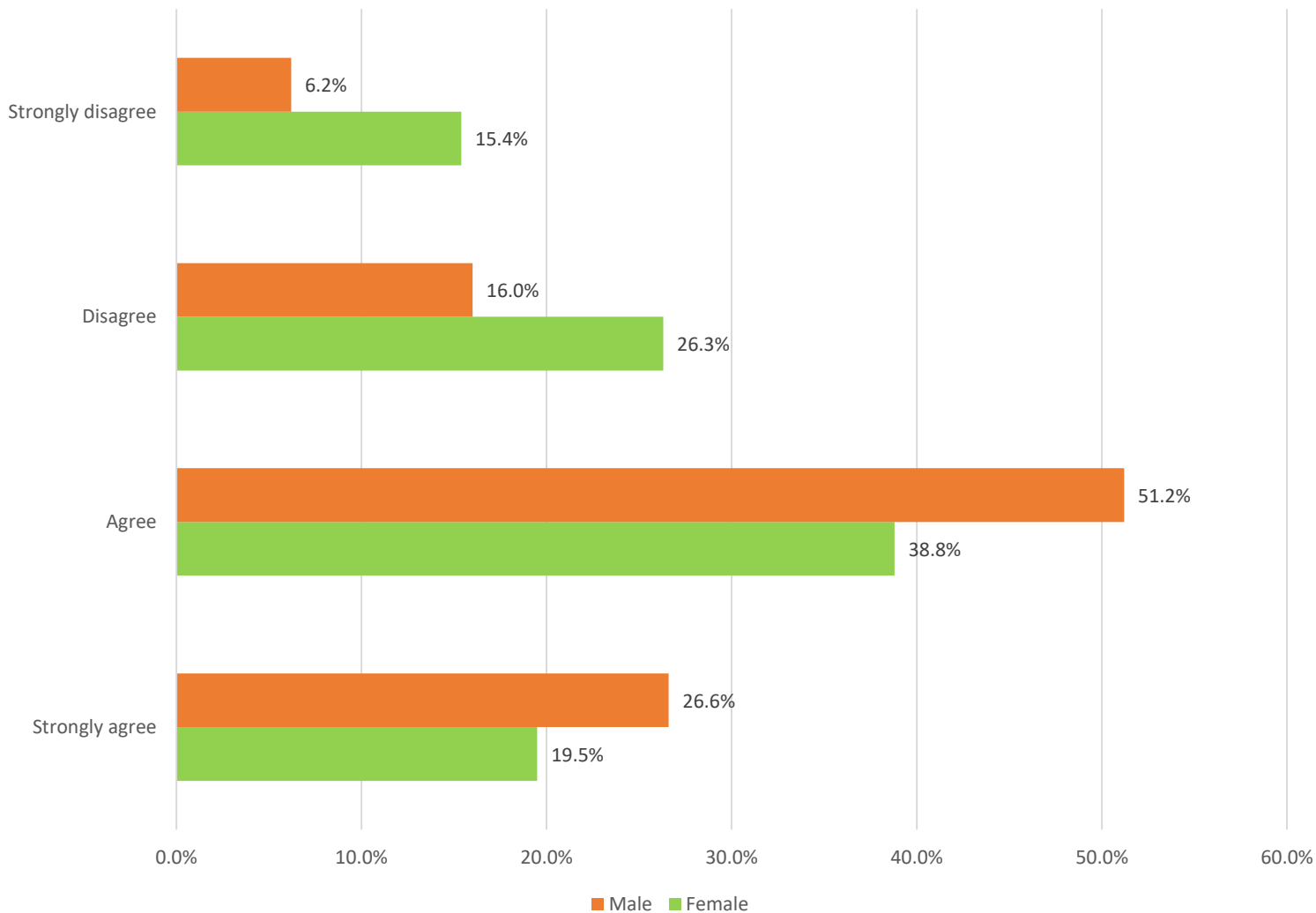
- **Women less likely to “strongly agree / agree”** with this statement, and more likely to “strongly disagree / disagree”
- The opposite happened with male respondents



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

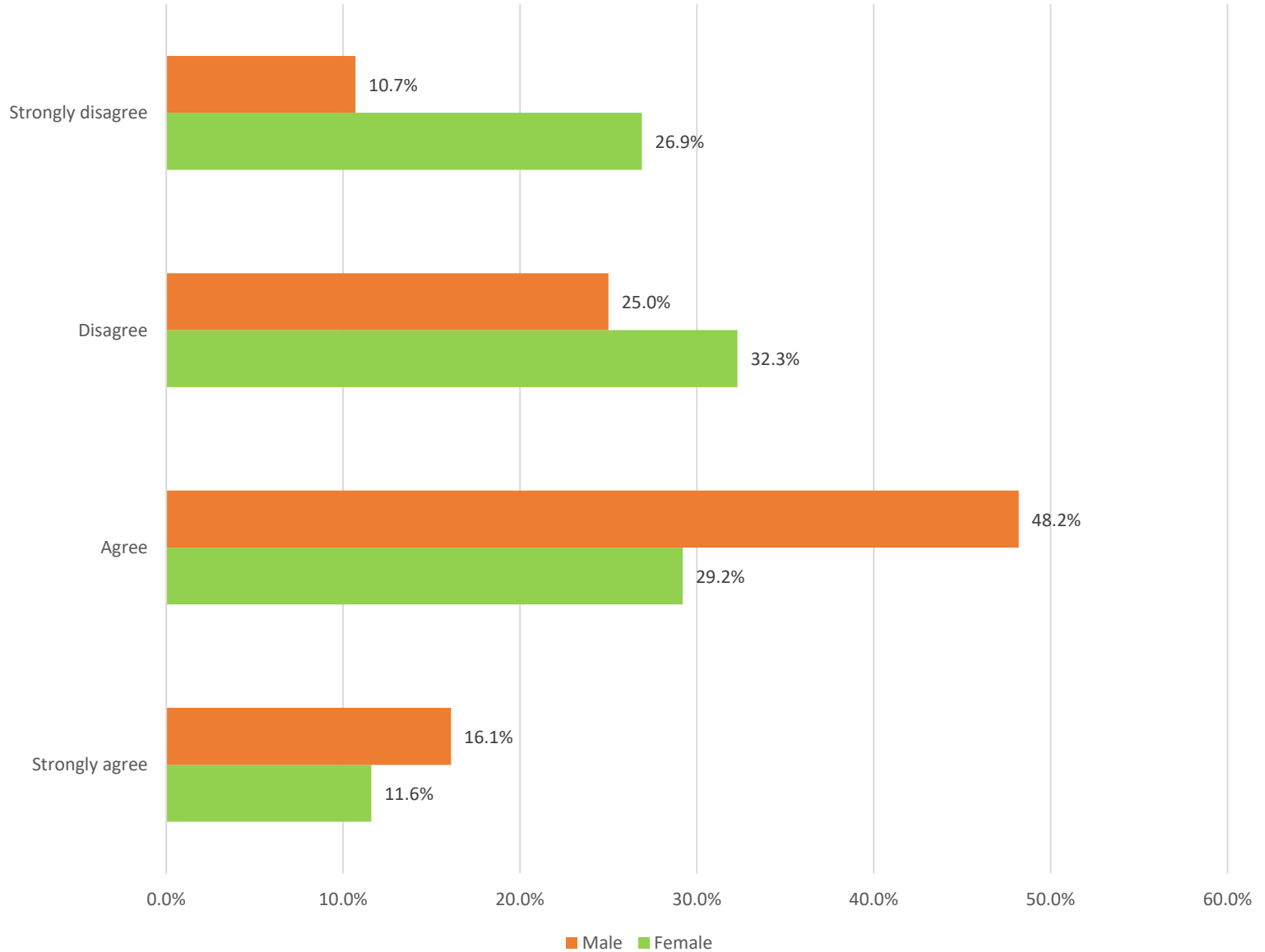
- **59.2% of female** respondents **disagreed** with this statement
 - **35.7% of male** respondents **disagreed** with this statement
-



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

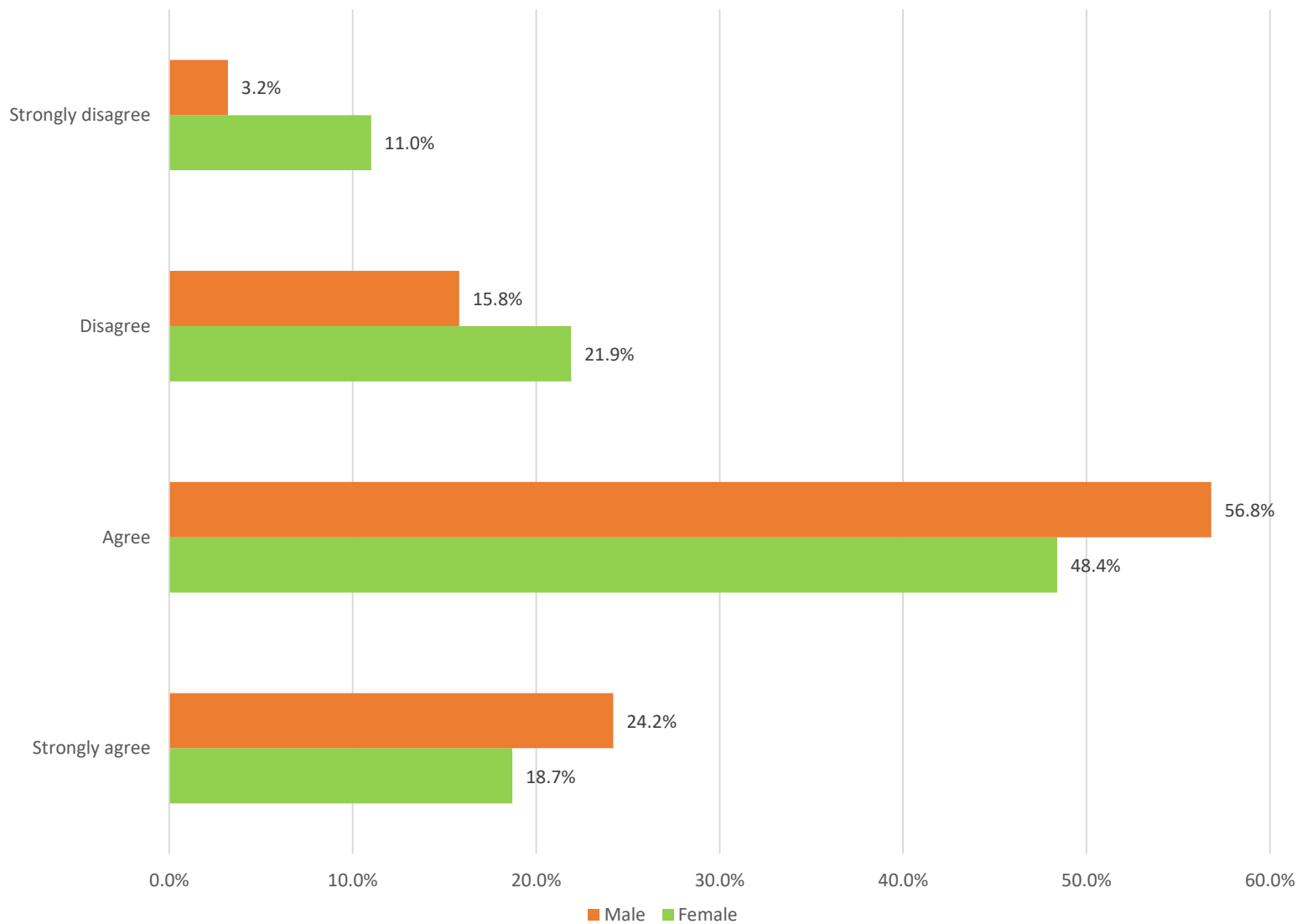
- Female respondents were **more likely to disagree** - 32.9% - compared to males - 19%.



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-Irgjiel u n-Nisa

Interpretation of Results

- The number of hours spent doing **household tasks** and **childcare** during the pandemic **increased more for women than for men**
- The time spent on **personal care** and **sleep** **decreased more for women than it did for men**
- **Differences** between women and men become even **starker** when findings are seen in the **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-Irgiel 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
- **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

Website: www.ncpe.gov.mt
