

## Gender Inequalities and Working Conditions

### Caregiving By Women: A Disproportionately Large Load, Few Resources

In the national research we conducted, both working men and women said that women not only have far more of the family caretaking responsibilities but also far more of the household chores (see Figure 7.1). More specifically, eight out of ten employed mothers and seven out of ten working women caring for their parents said they do far more of the household chores than their spouse or partner. Men agreed: more than five out of six said their wife or partner does most of the household chores. Similarly, women and men reported facing unequal demands from family members. Twice as many mothers as fathers said their family often make demands of them. Working women are more likely than working men to also be caring for a child, spouse or partner with a disability, or for an elderly relative (see Figure 7.2). Those men who do help care for a disabled adult or elderly relative are more likely than women to spend one day or less a month providing that care. Women are three times as likely as men to have spent forty hours or more a month caring for a disabled child. Working women also spend more time providing both unpaid assistance and emotional support to their elderly parents or parents-in-law (see Figure 7.3). While our data make clear that working women continue to carry a disproportionate amount of the caretaking load in families, they also highlight the share of working men who carry a demanding family-caretaking load.

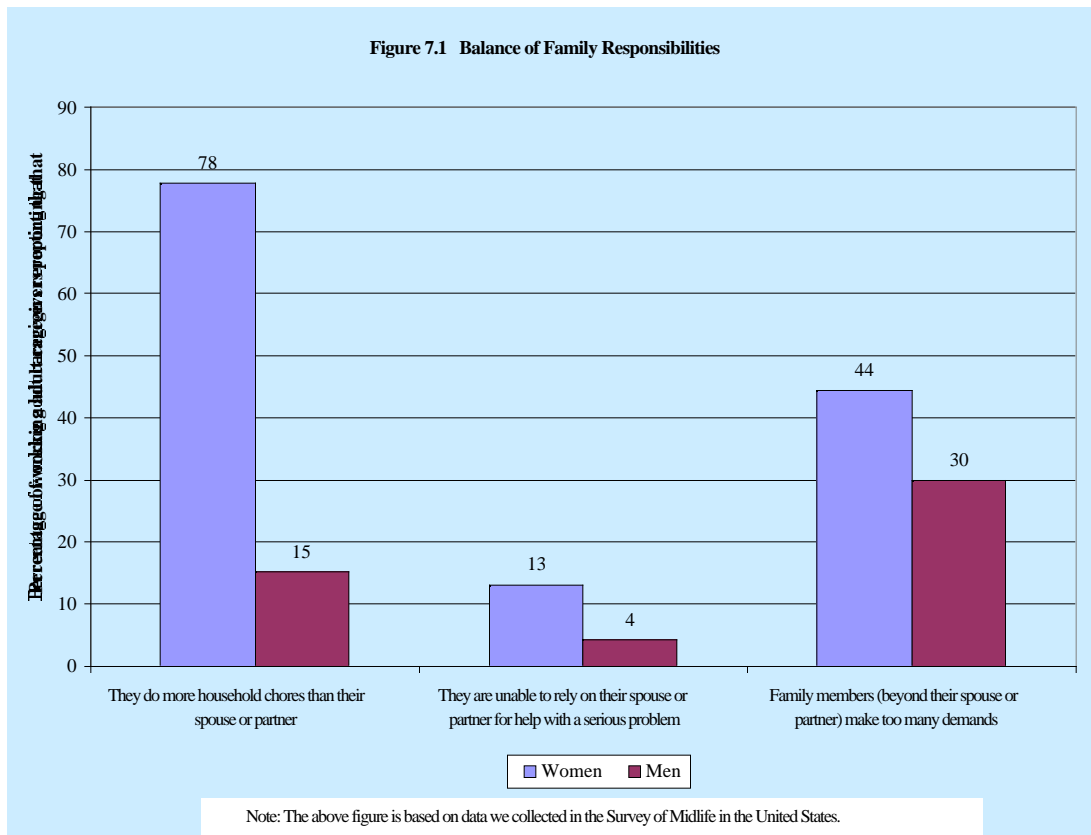
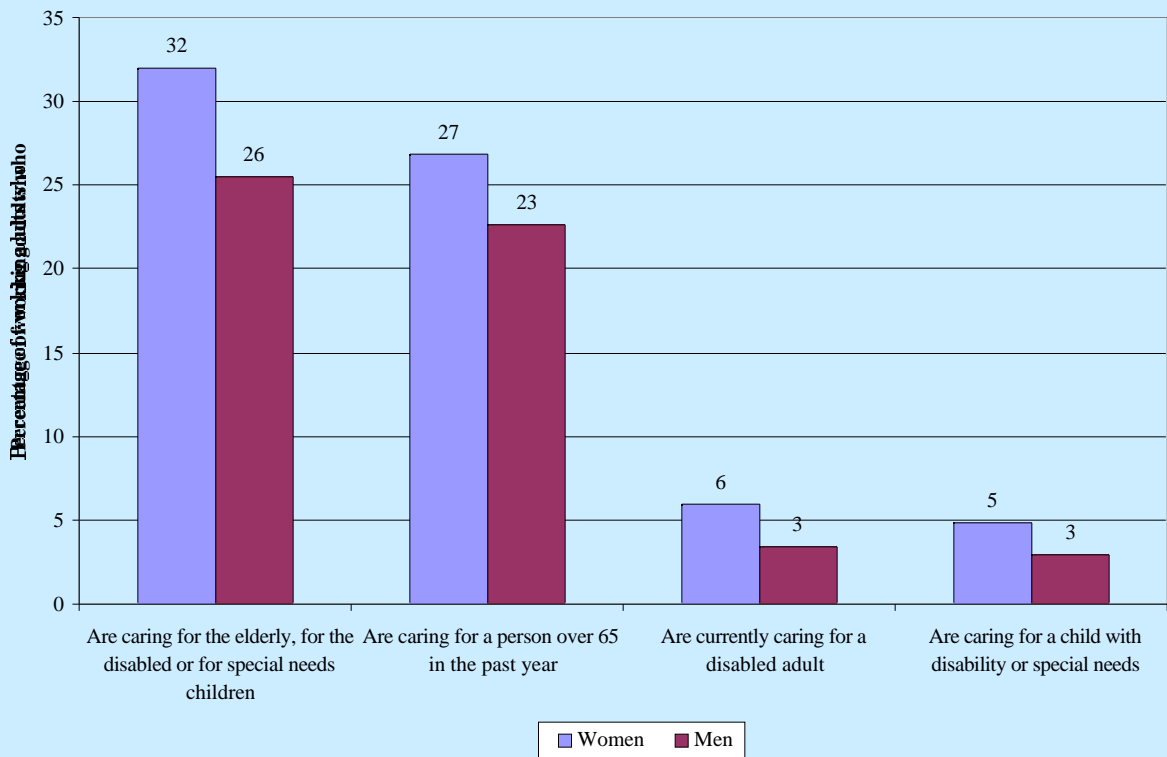
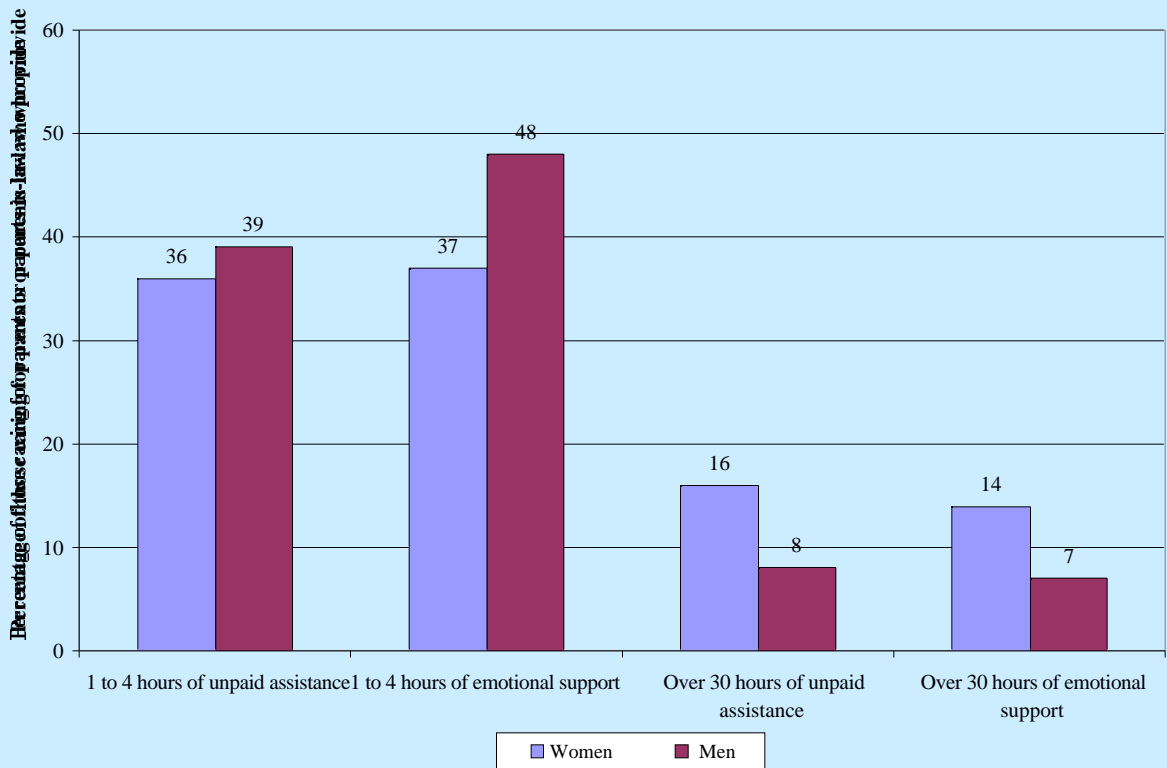


Figure 7.2 Caregiving Responsibilities



Note: The above figure is based on analyses we conducted with data from the National Survey of the Changing Workforce.

Figure 7.3 Extent of Caregiving for Parents or Parents-in-Law



The above figure is based on data we collected in the Survey of Midlife in the United States.

While women bear more of the caregiving burden, they face worse working conditions than men. These working conditions often make it difficult or impossible for women to succeed to their full potential at the same time as caring for family members. Our national research revealed that employed mothers were significantly less likely than fathers to have paid leave they could take to care for family members (see Figure 7.4). Not only did women have less paid leave in general, but they were less likely to have choices about their work hours, in terms of both when to start and end work and when to take breaks (see Figure 7.5). In fact, on all measures of job autonomy (such as having a say on what jobs are to be done), women had less than men.

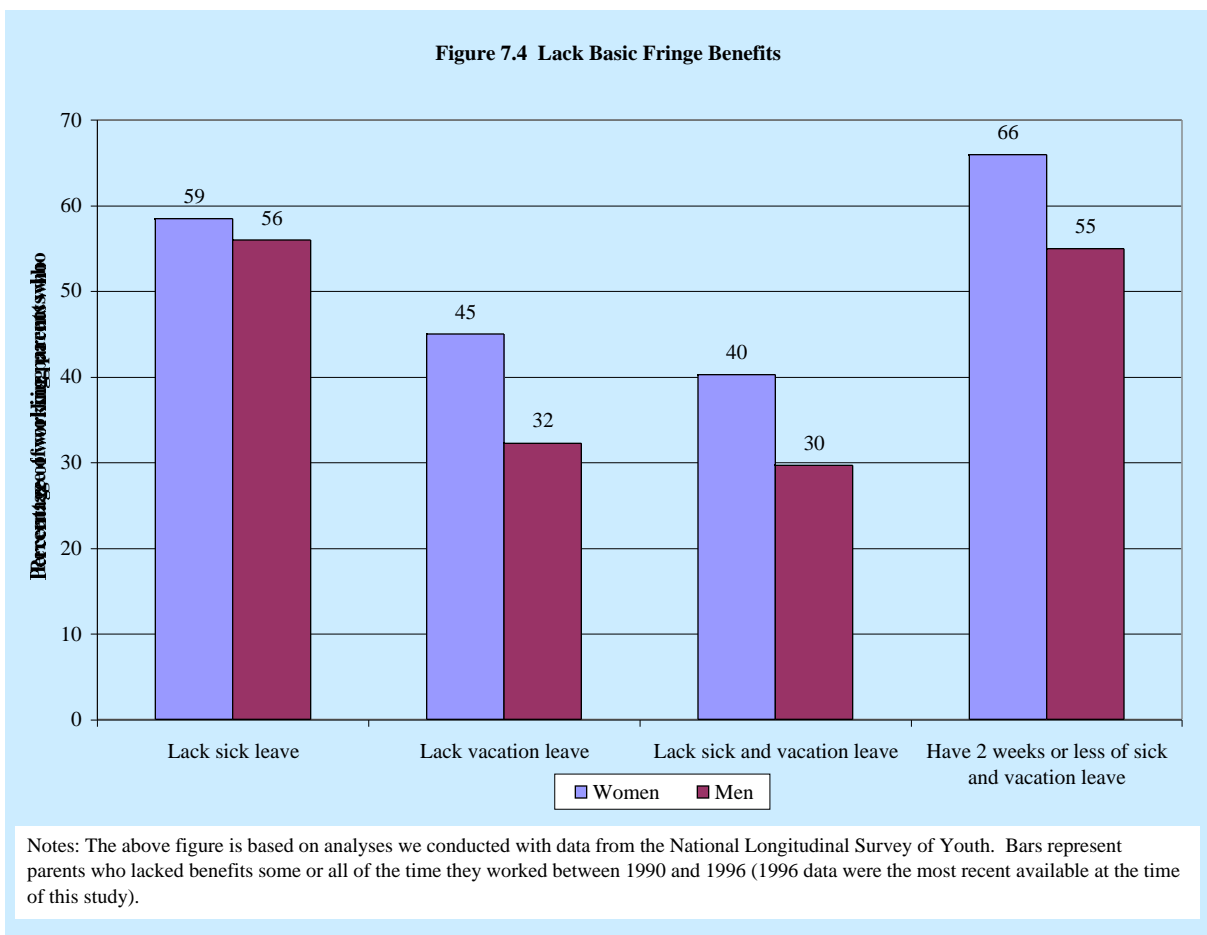
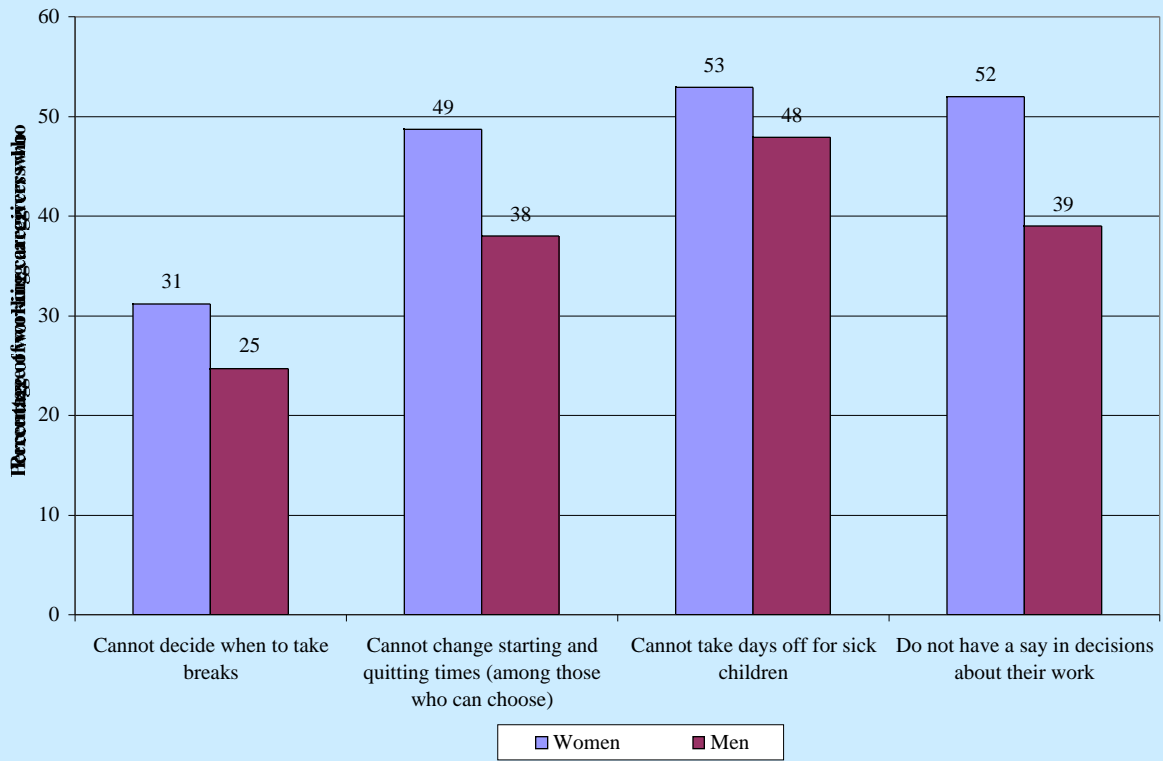


Figure 7.5 Job Inflexibility



The above figure is based on analyses we conducted with data from the National Survey of the Changing Workforce and the Survey of Midlife in the United States.