



# Gender differences in work: Evidence from 43 countries.

Nicole Mun Sim Lai  
Tim Miller

Presented at the NTA Virtual Conference,  
August 2020. This paper reflects the  
personal views of the authors and does  
not necessarily reflect those of the  
United Nations.



How do societies differ in  
organizing work by gender?

# How do societies differ in organizing work by gender?

Let's look at evidence from 43 countries.

Austria Belgium Brazil Canada Colombia Costa Rica Dominican Republic Ecuador El Salvador Estonia Finland France Germany Ghana Greece Honduras India Italy Lao People's Democratic Republic Latvia Lithuania Mauritius Mexico Mongolia Panama Paraguay Peru Poland Portugal Romania Senegal Serbia Slovenia South Africa Spain State of Palestine Sweden Switzerland Turkey United Kingdom United States of America Uruguay Viet Nam

# Thanks to the hard work of many people...

- Counting Women's Work project <https://www.countingwomenswork.org>
- Agenta project <http://www.agenta-project.eu/en/index.htm>
- UN Statistics Division
- OECD
- ILO



# How do societies differ in organizing work by gender?

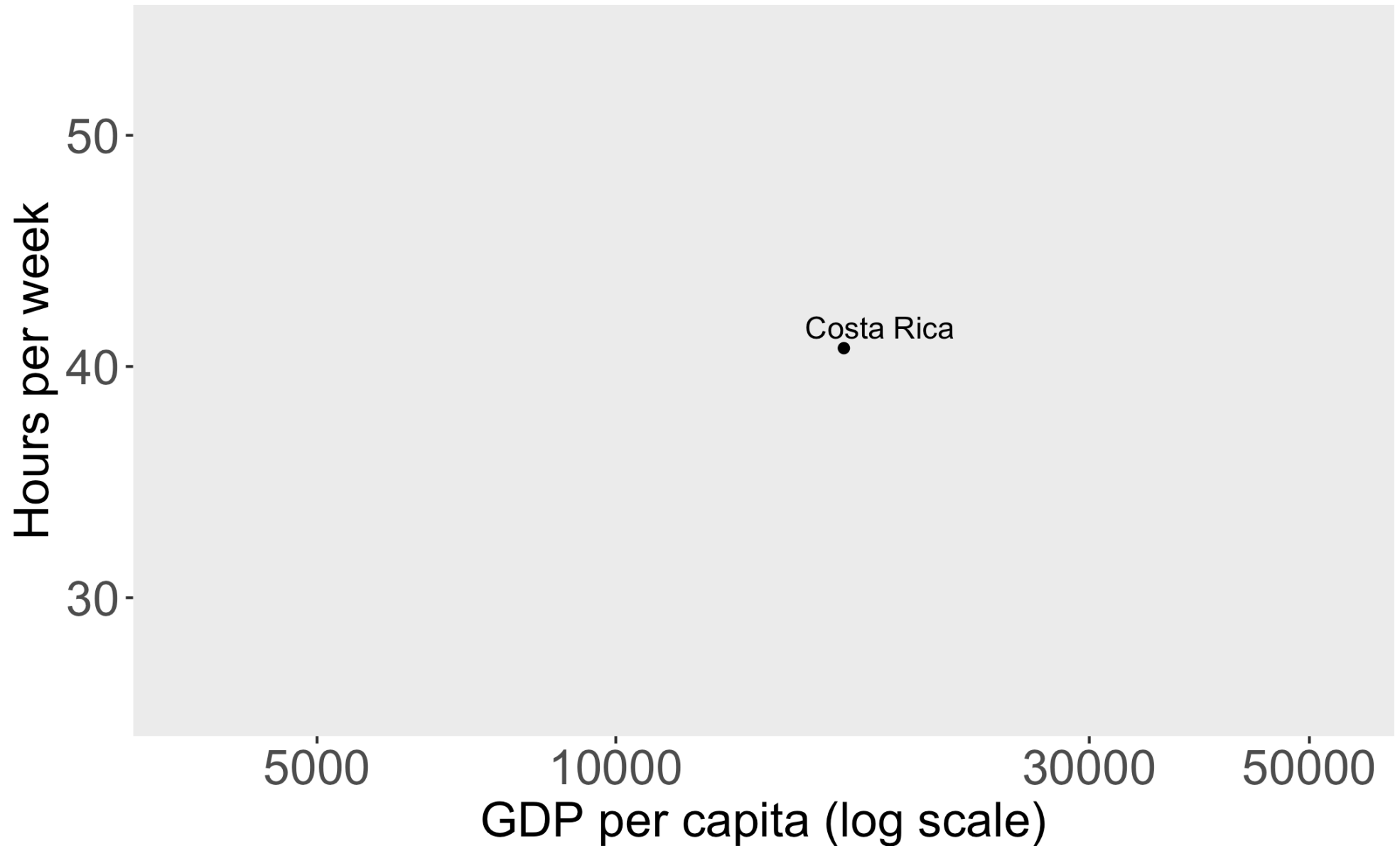
Amount  
of  
work

Type  
of  
work

Age  
pattern  
of  
work

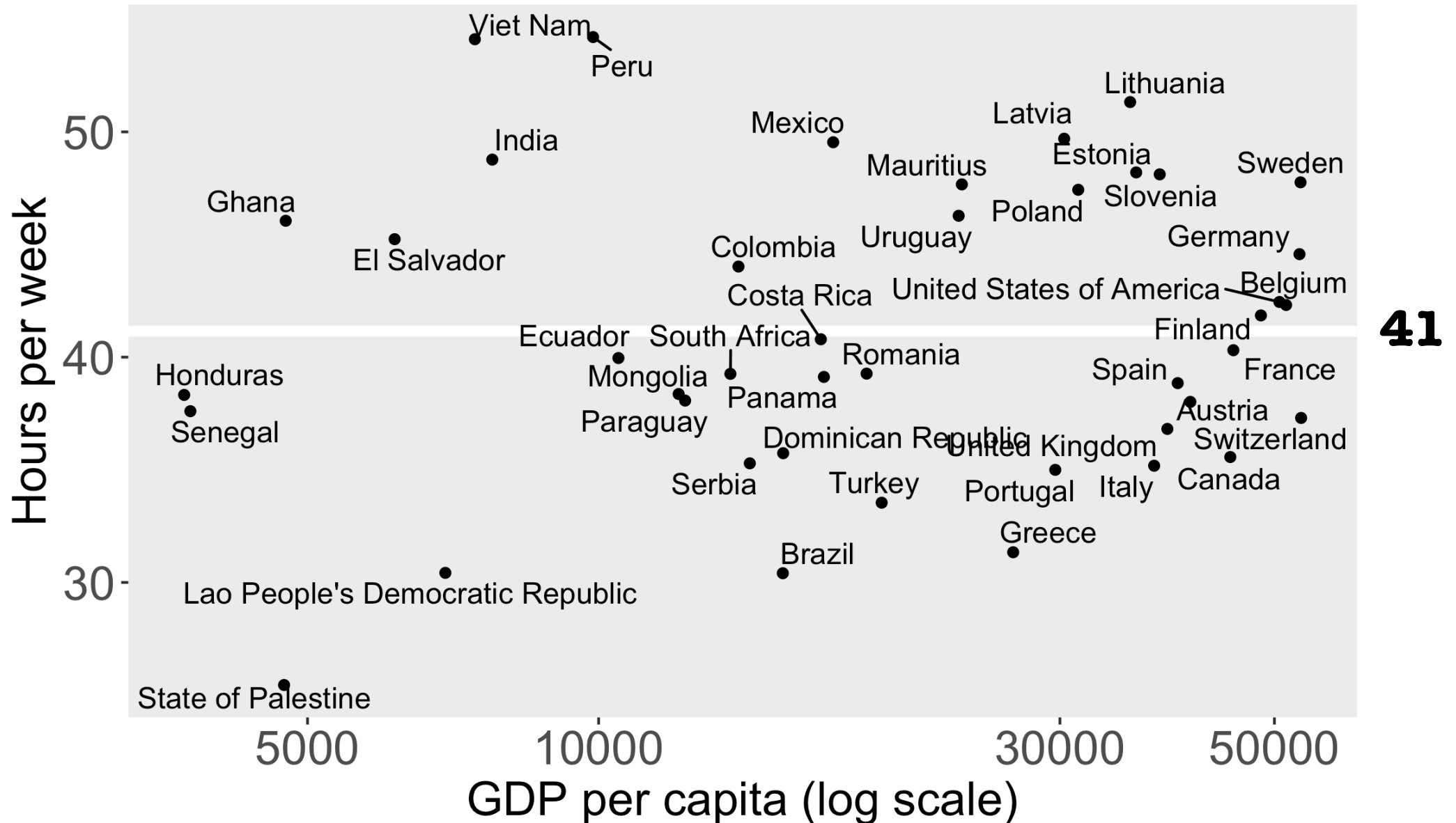
In Costa Rica, people work an average of 41 hours per week (market + unpaid care work)

Amount of work

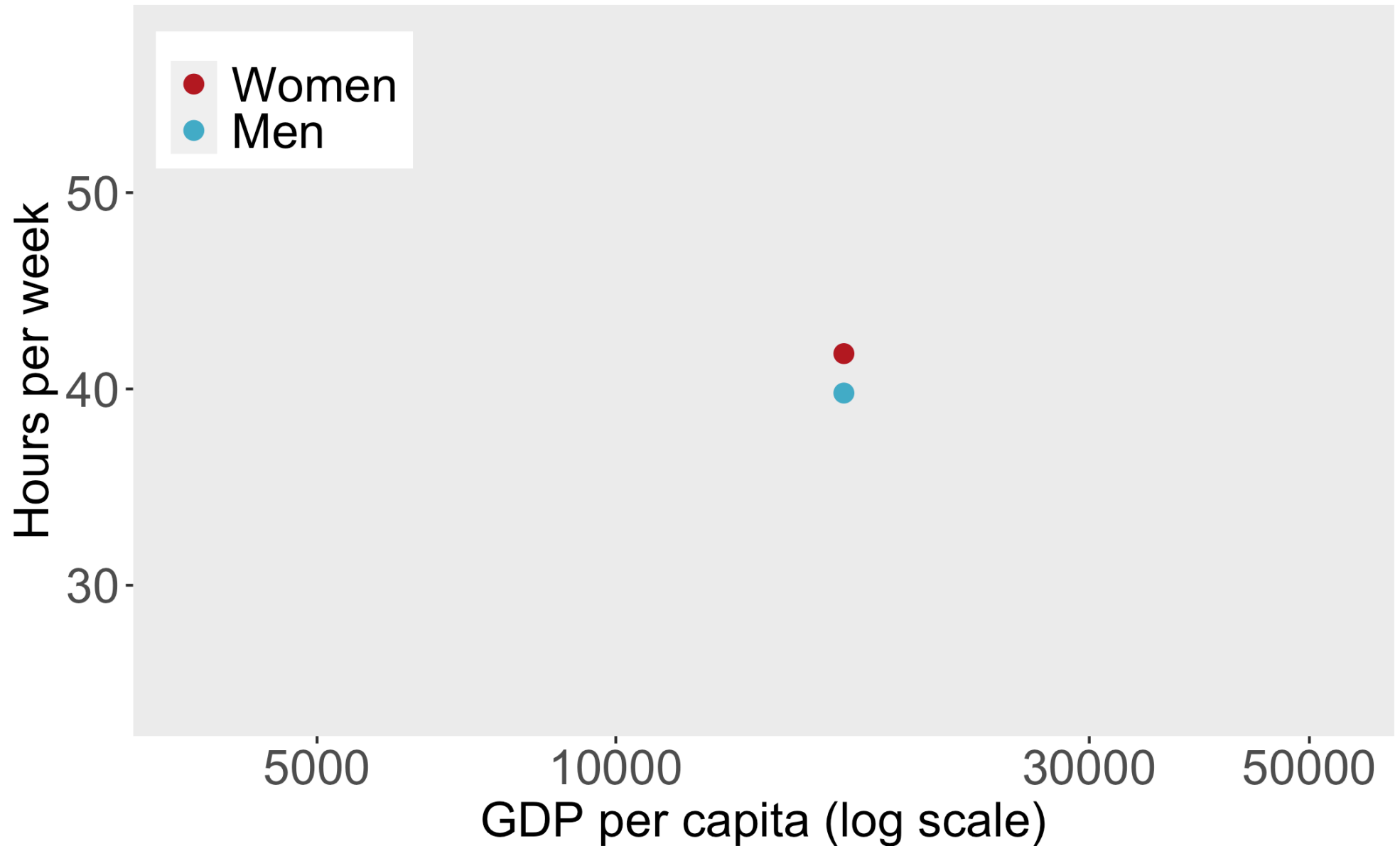


# Amount of work

In these 43 countries, people work an average of 41 hours per week (market + unpaid care work)



# Average hours worked per week: Women (42) and Men (40), Costa Rica

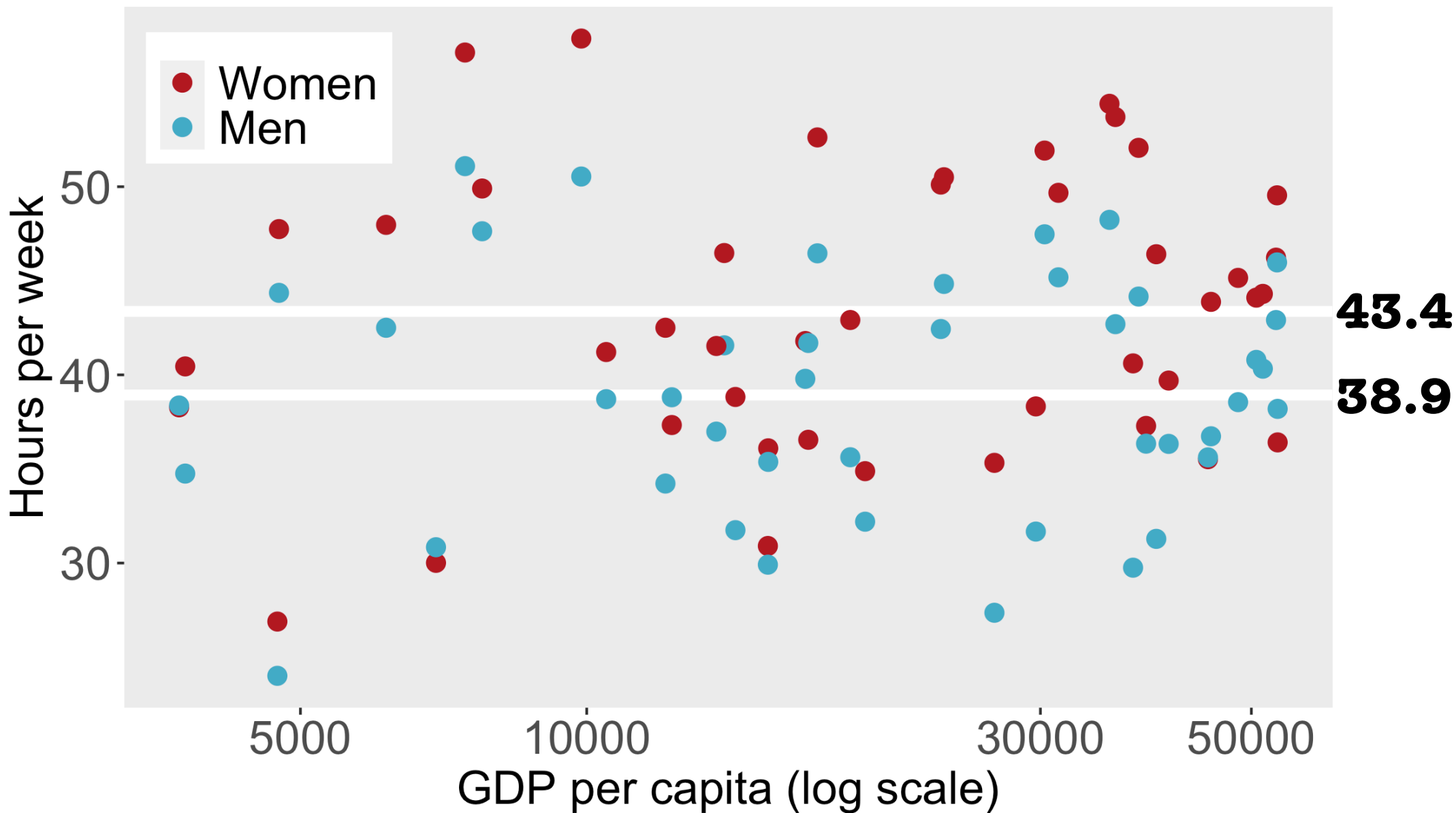


Amount of work

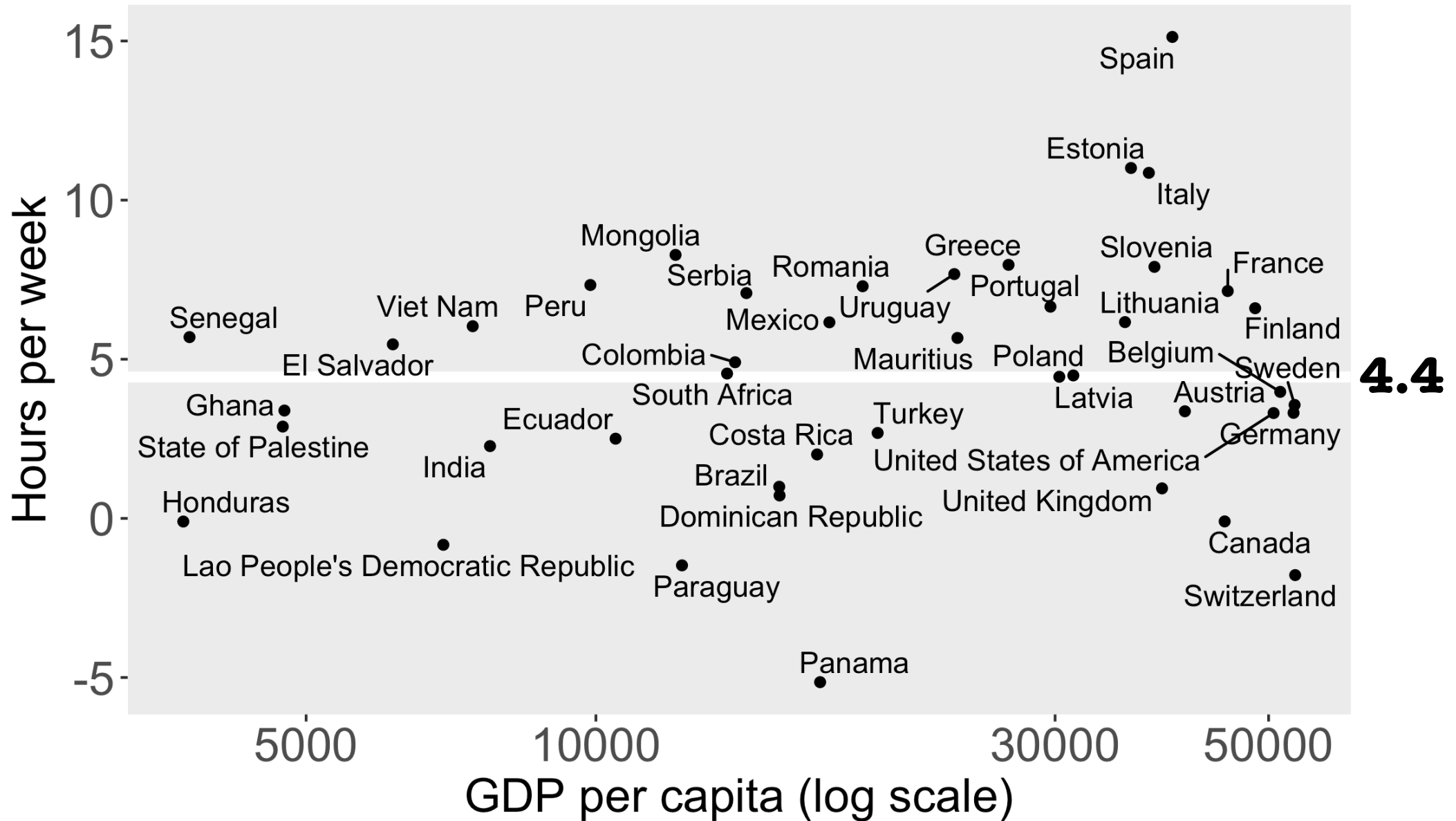


# Average hours worked per week: Women (43 hours) and Men (39 hours)

Amount of work



# Gender gap in hours worked per week: Women - Men



# How do societies differ in organizing work by gender?

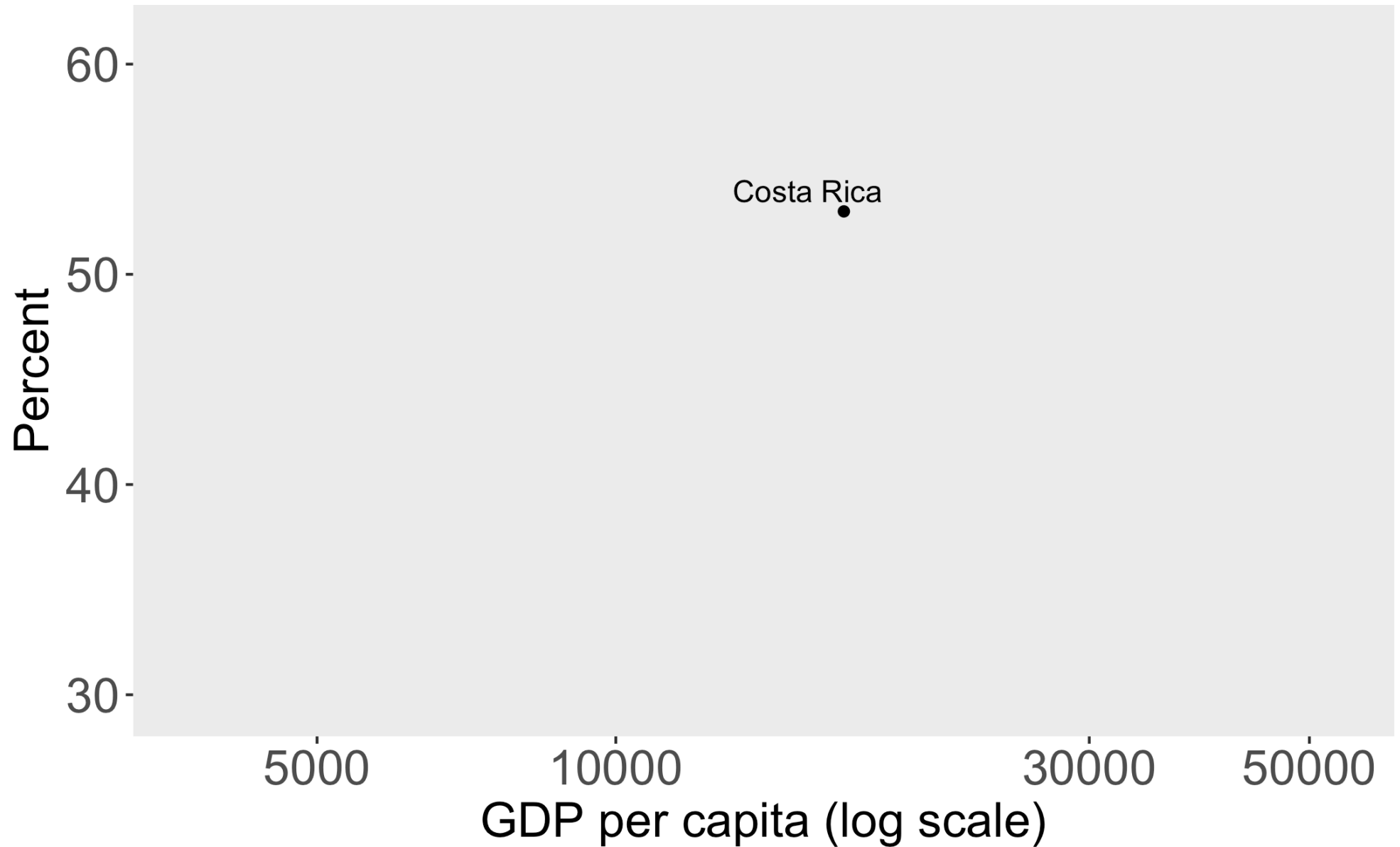
Amount  
of  
work

Type  
of  
work

Age  
pattern  
of  
work

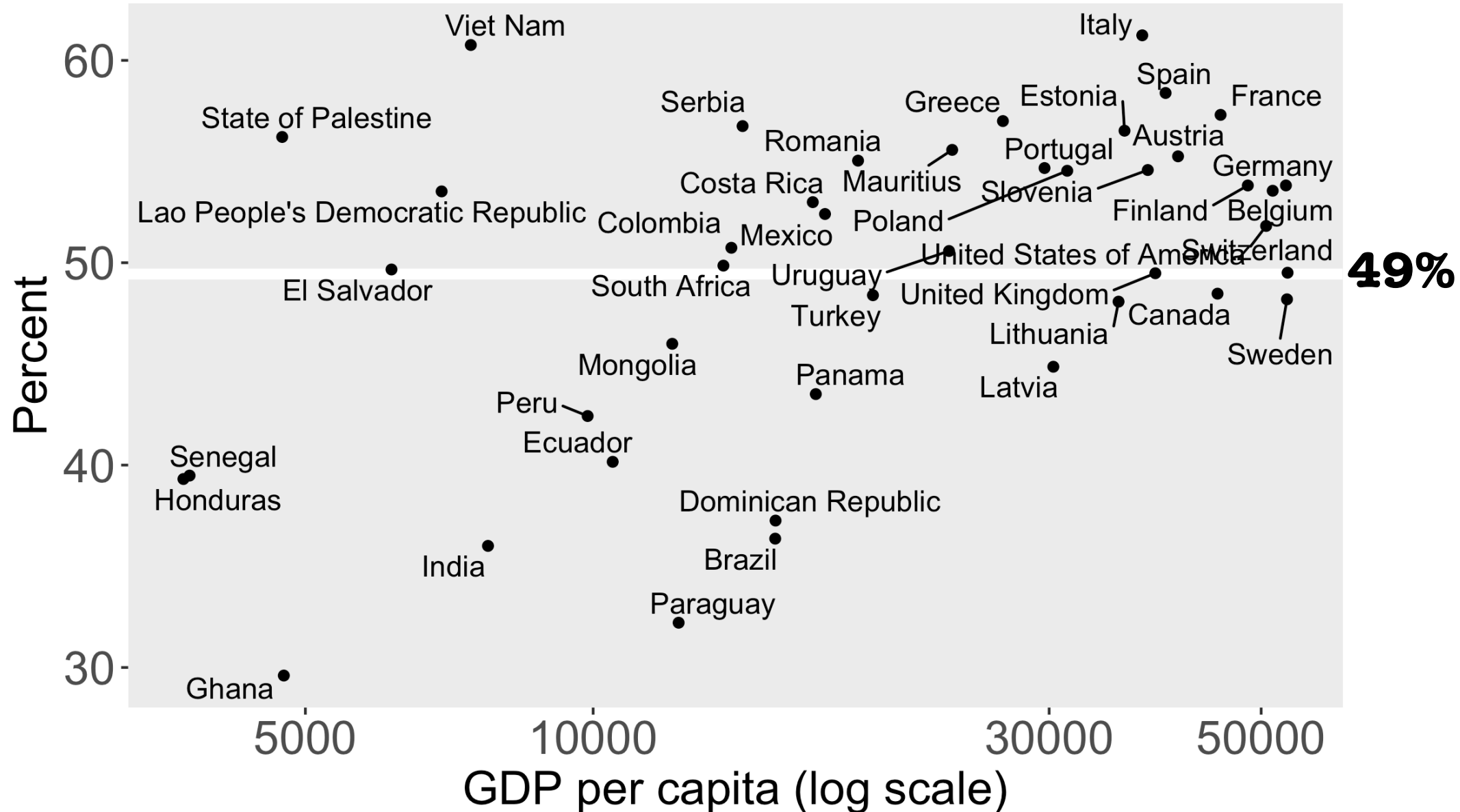
Segregation of work

Unpaid care work as percent of total work:  
Costa Rica = 53%

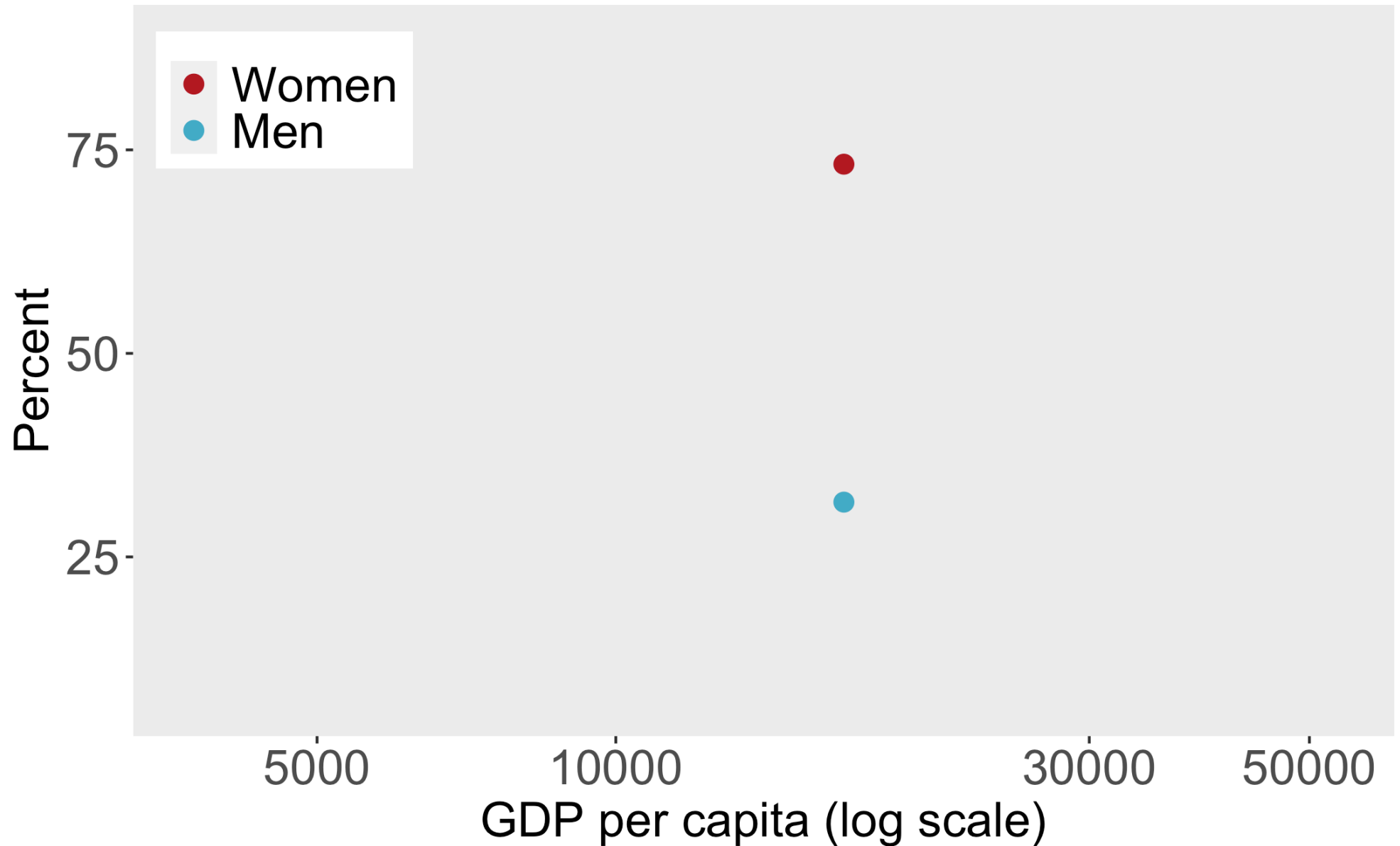


# Unpaid care work as percent of total work

Segregation of work

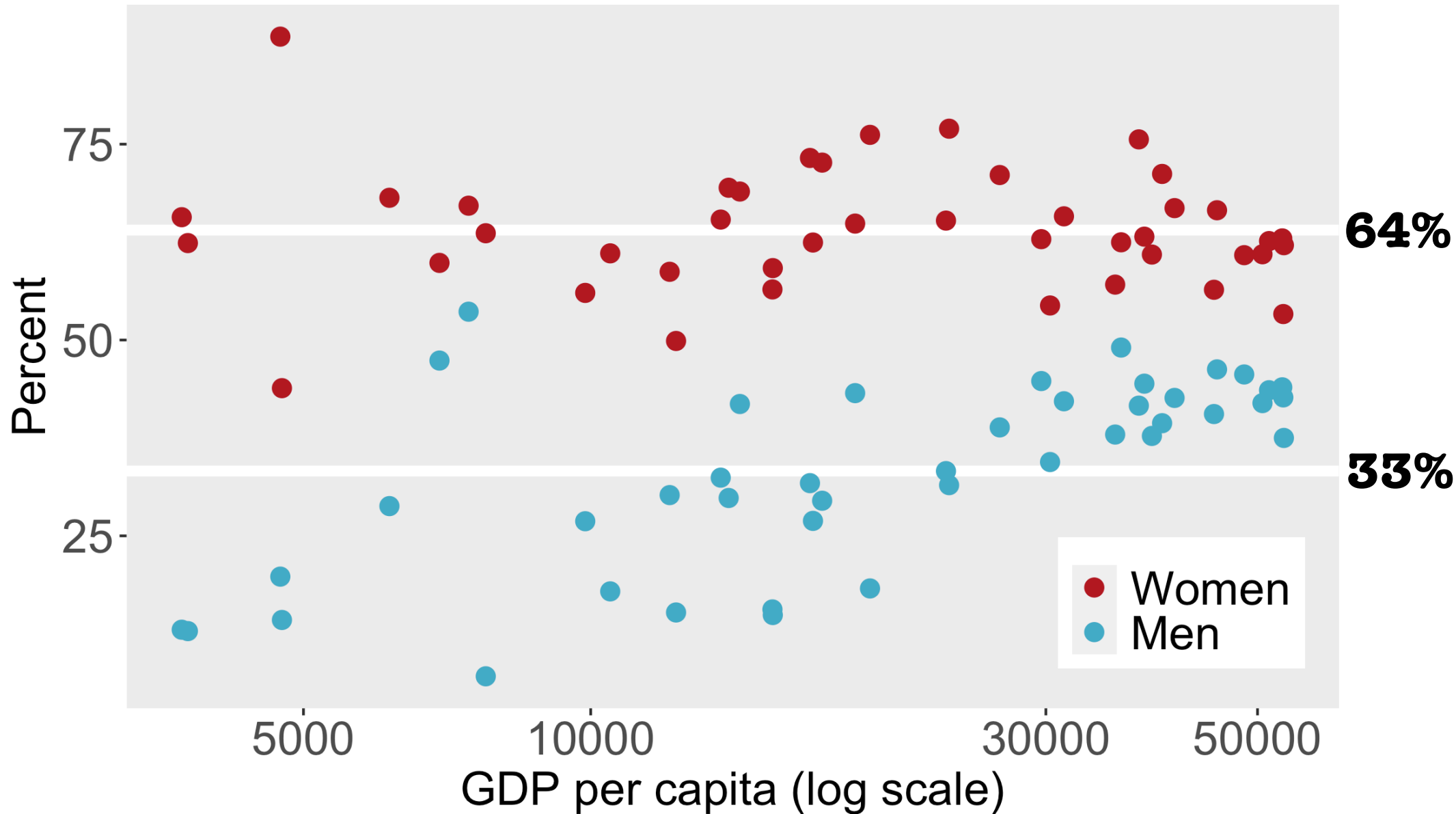


# Unpaid care work as percent of total work: Women (73%) and Men (32%), Costa Rica

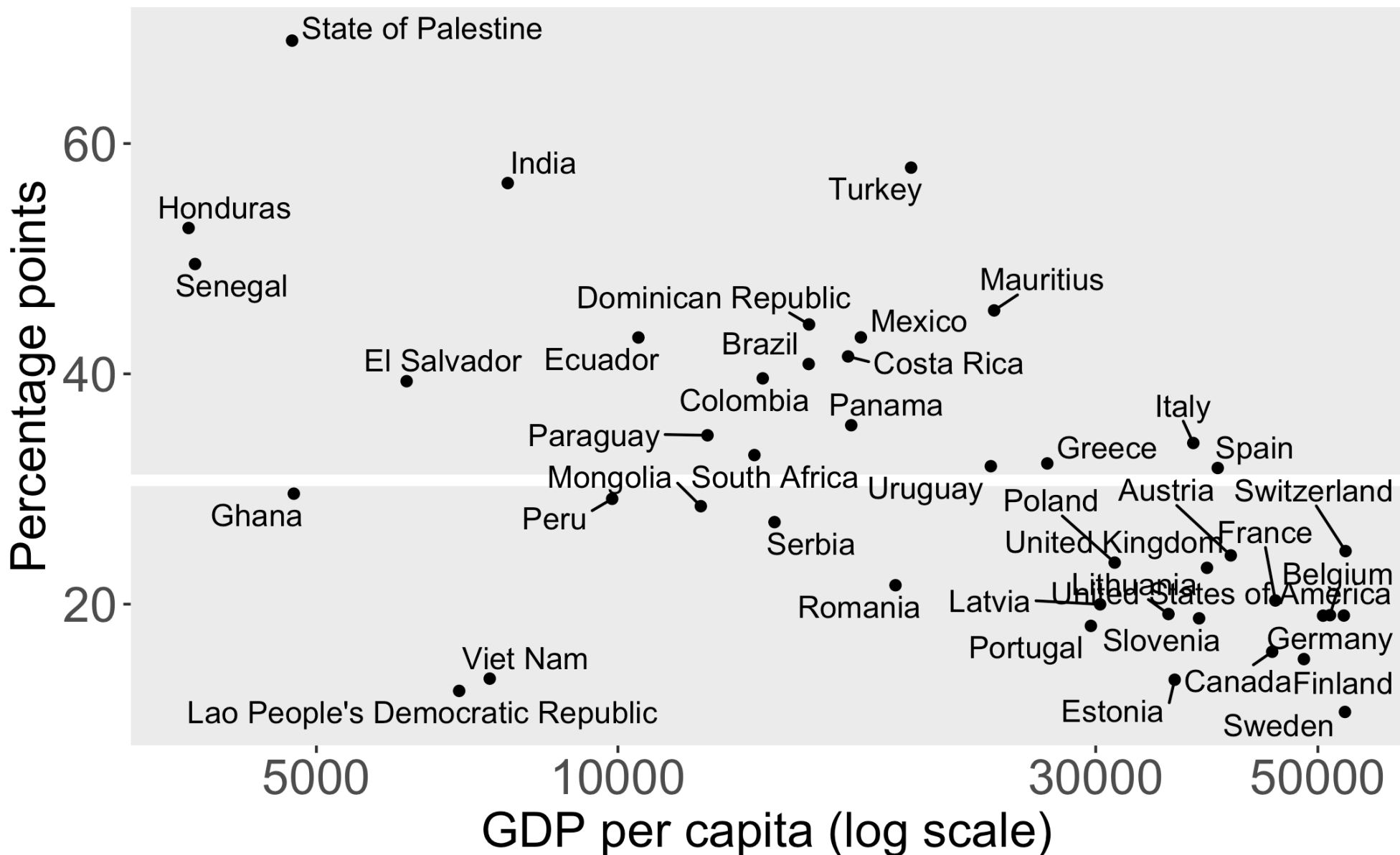


Segregation of work

# Unpaid care work as percent of total work: Women (64%) and Men (33%)



# Gender gap in unpaid care work as percent of total work: Women - Men





# How do societies differ in organizing work by gender?

## Amount of Work

In 39 of 43 countries, women work more than men. On average, 4 hours more per week. This gender gap persists across income levels.

## Segregation of Work

Unpaid care work accounts for half of all work. Strong segregation of unpaid care work by gender. For women, 2/3 of work is unpaid care work. For men, 1/3. At higher GDP/capita, men's share of unpaid care work increases.