



PRESSURE TO WORK AND CARE UNDER COVID-19:

SOCIAL NORMS IN THE PRIVATE SECTOR
IN INDONESIA, PHILIPPINES AND VIETNAM

Pressure to work and care under COVID-19: Social norms in the private sector in Indonesia, Philippines and Vietnam.

Research Note

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Introduction

The COVID-19 pandemic of early 2020 caused a global contraction in economic demand and supply that saw hundreds of millions of workers around the globe stood down or only able to access reduced hours of work (ILO 2020).¹ Government lockdowns in many countries in response to the health crisis meant schools, childcare and other health and social services were closed and care relocated to private households.² In many cases, workers have also been required to work from home.³

This Research Note presents a short summary of the impact of COVID-19 measures on the pressure to work and care amongst private sector employees in Vietnam, the Philippines and Indonesia with specific attention to:

- The changing location of employment
- the change in income pressure
- the primary source of pressure to earn income
- the change in domestic pressure
- the primary source of pressure to manage domestic work and care for family

The data source for this Research Note is an employee survey undertaken in May 2020, during the height of the initial lockdown. The full survey investigates the general and gender-specific short-term impact of COVID-19 on private sector employees in terms of work, household dynamics and mental health. This data was collected through an online survey facilitated by YouGov between May 13-18, 2020. The target population is private sector workers from the formal sector who have internet access in Indonesia, Philippines and Vietnam.

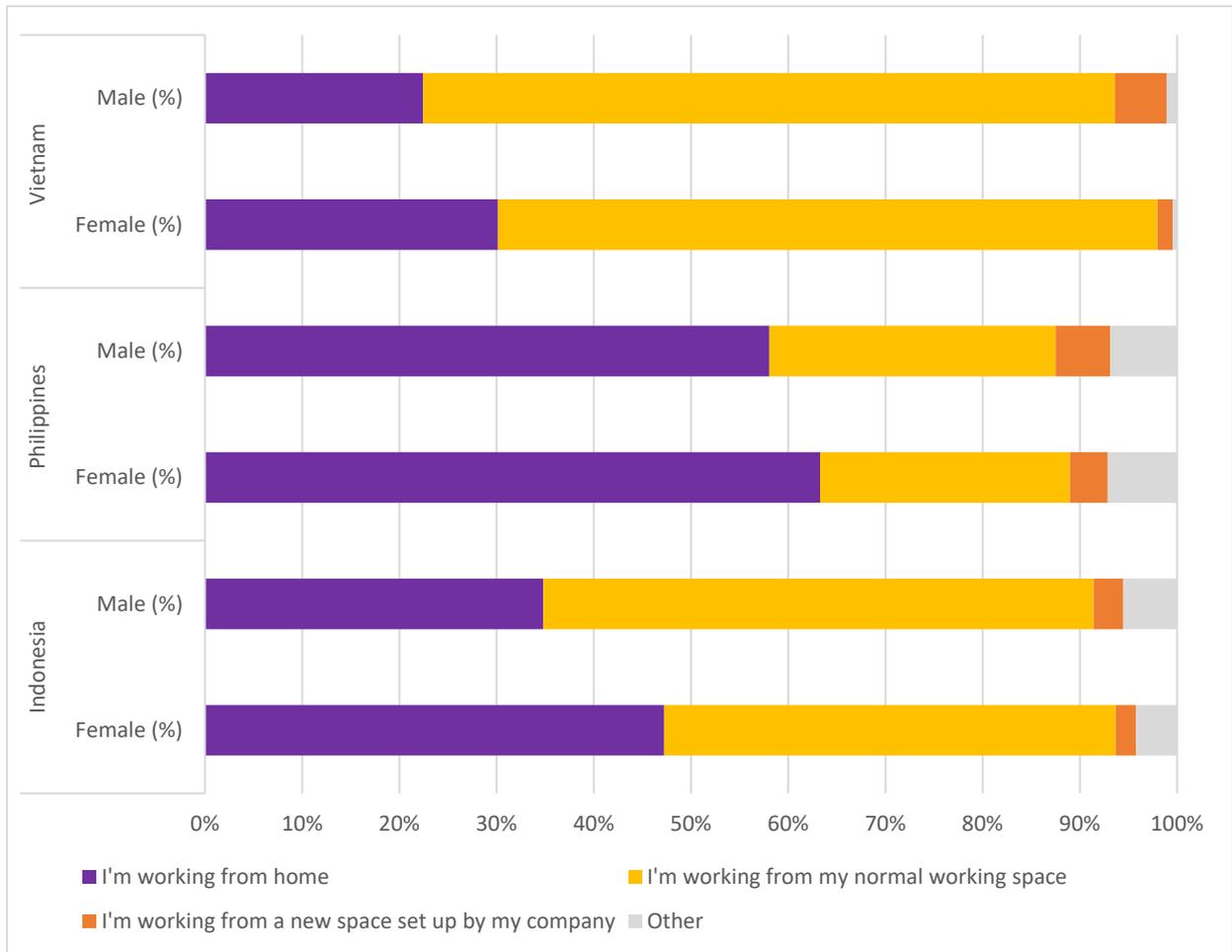
The statistics presented in this short research note use sample weight corrections to ensure representativity in terms of age, gender and region. The sample is composed of a total of 1800 individuals, comprised of 600 individuals (300 men and 300 women) in each country, between 18 and 60 years of age, working in companies with 200 employees or more. The result reported in this research note should be read alongside the full country reports.

¹ ILO, 2020, ILO Monitor: COVID-19 and the world of work. Third edition, 29th April 2020.

² UN Women (2020) UN Secretary-General's policy brief: The impact of COVID-19 on women, April 2020.

³ ILO, 2020, Policy Brief: Working from Home: Estimating the worldwide potential, April 2020.

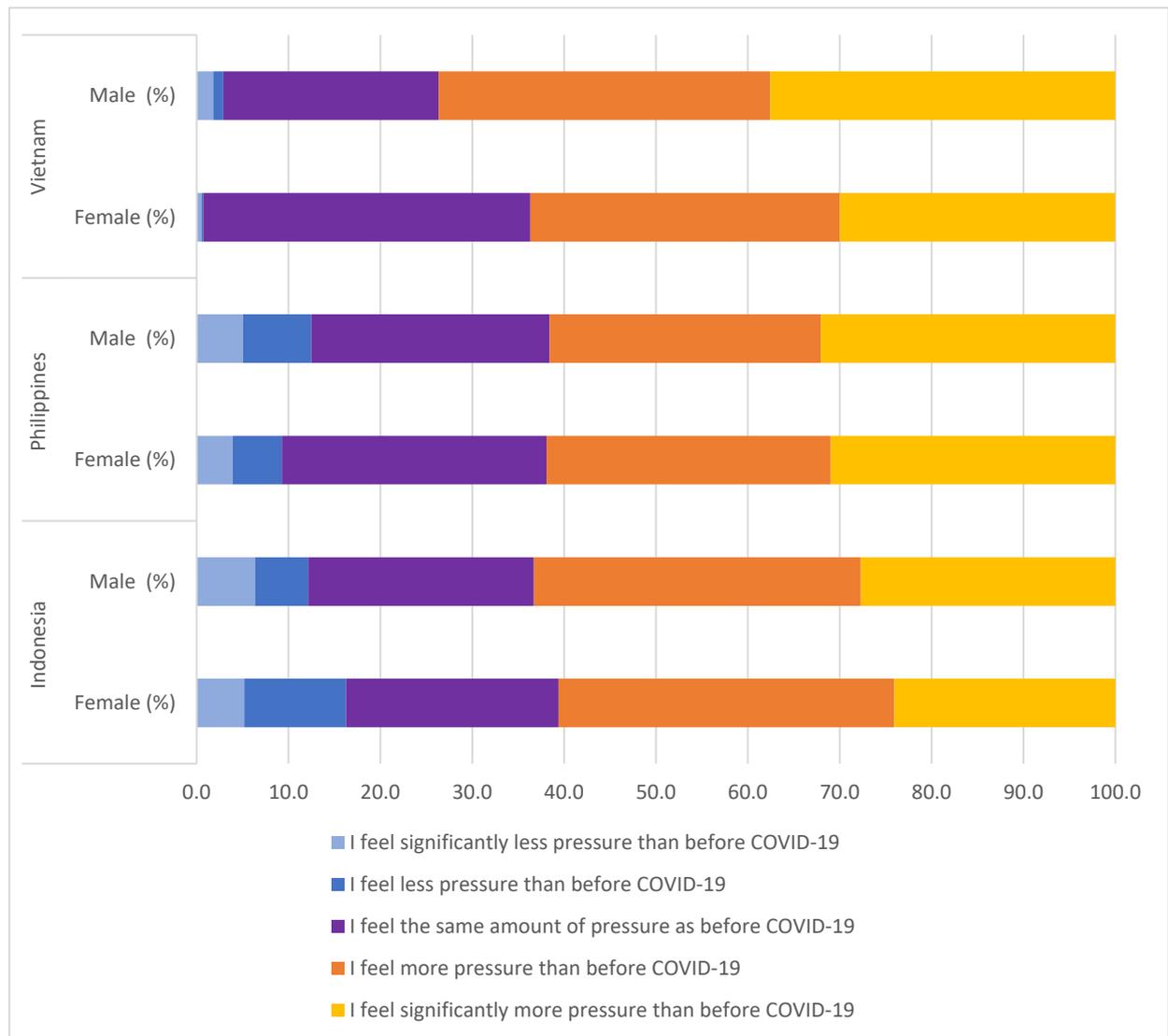
1. Context: Work location change because of COVID-19



Highlights

- Workers in the Philippines are most likely to report working from home – around 60% of men and women – followed by Indonesia and then Vietnam.
- Women in every country are more likely to report working from home than men.

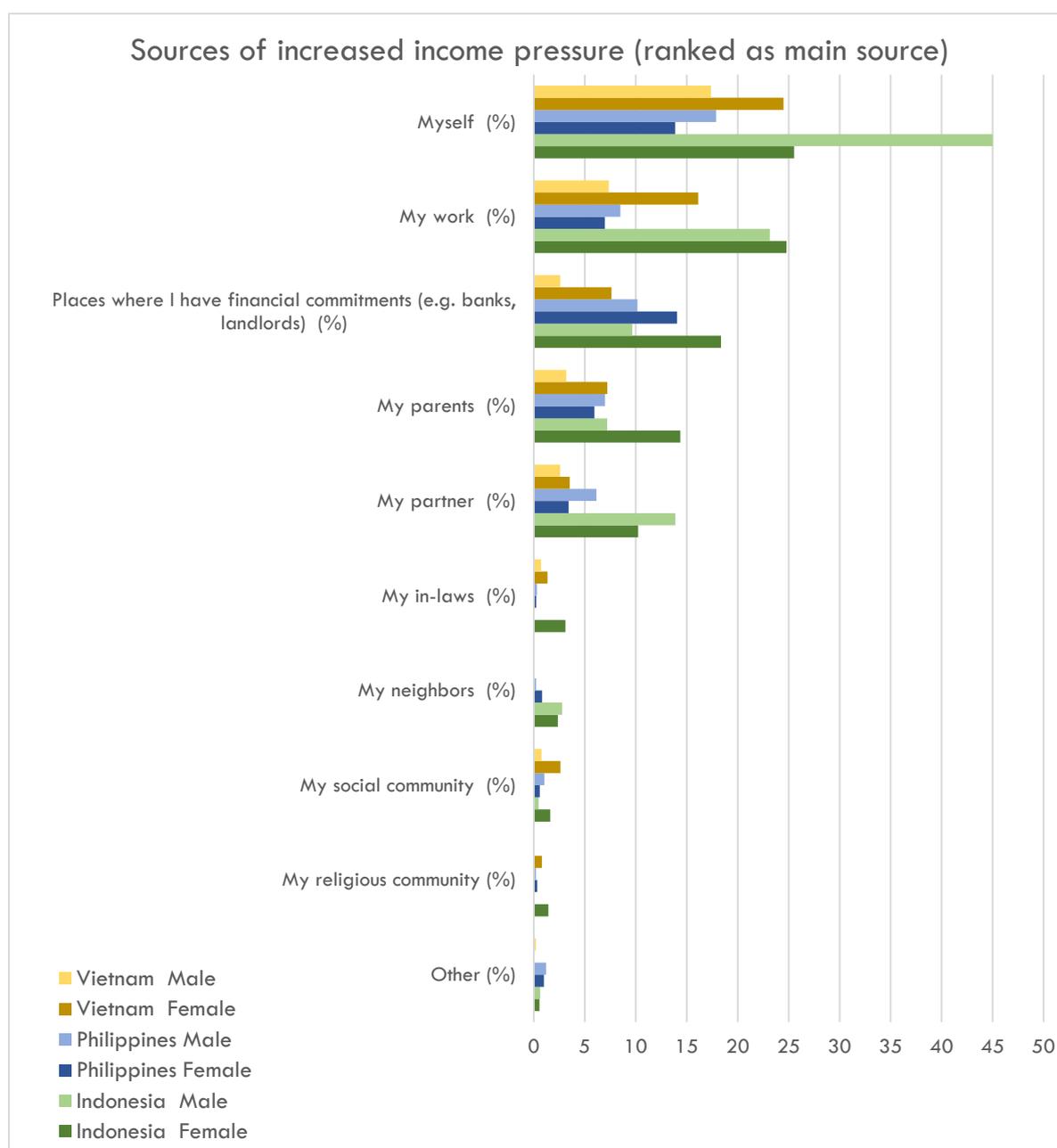
2.1. Change in pressure to earn income under COVID-19



Highlights

- More than 60% of men and women in all three countries report they feel more pressure to earn an income than before the COVID-19 crisis.
- Vietnamese men are most likely to report they feel more pressure to earn an income than before the COVID-19 crisis.
- Indonesian women are most likely to report they feel less pressure to earn an income than before the COVID-19 crisis.

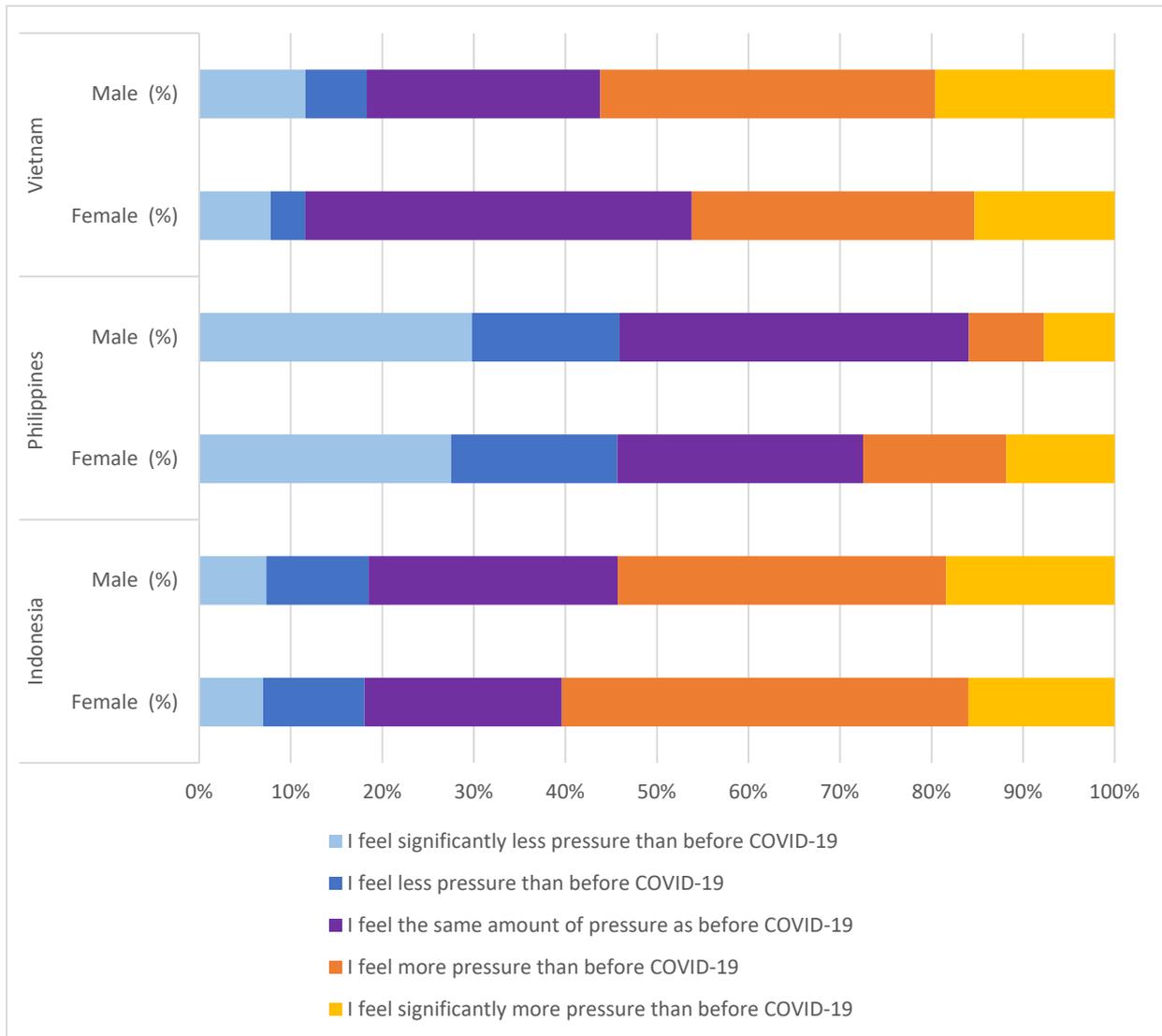
2.2. Main source of income pressure: Indonesia, Philippines, Vietnam



Highlights amongst workers who reported an increase in pressure to earn an income

- The source of income pressure ranked highest by employees across all three countries is 'myself', although with substantial differences between countries and gender. Indonesian men are most likely (45%) to rank this as the number one source of pressure. One-quarter of Indonesian women and Vietnamese women also rank 'myself' as the primary source of pressure.
- Twice as many Indonesian women rank their parents as the number one source of pressure to earn an income compared with other women and men across the three countries.
- Parents are more highly ranked as the primary sources of pressure to earn an income compared with partners.

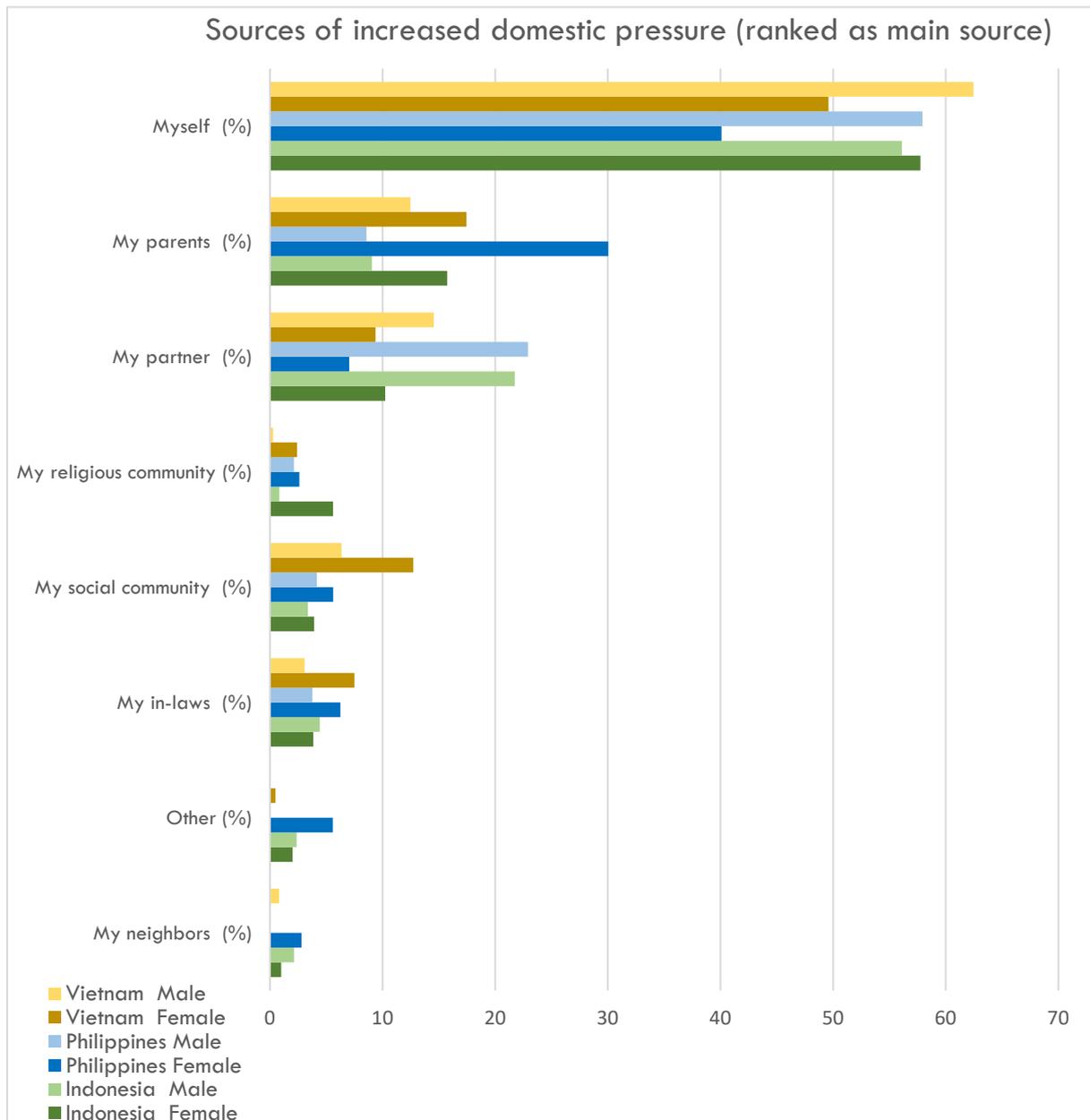
3.1. Change in pressure to manage domestic life under COVID-19



Highlights

- The change in pressure to manage domestic life is highly variable across country and gender.
- More than 50% of Indonesian workers (men and women) and Vietnamese men report they feel an increase in domestic pressure.
- Indonesian and Filipino women are more likely to report an increase in domestic pressure than their male counterparts. Vietnamese women are slightly less likely than Vietnamese men.
- Men and women in the Philippines are much more likely than workers in Indonesia and Vietnam to report that the level of domestic pressure they feel has remained the same or reduced.

3.2 Main source of domestic pressure: Indonesia, Philippines, Vietnam



Highlights amongst workers who reported an increase in pressure to manage domestic work/care.

- The source of domestic pressure ranked highest by employees across all three countries is 'myself', with some differences between countries and gender.
- Filipino women are least likely (40%) to rank 'myself' as the number one source of pressure and most likely to rank 'parents' as the primary source of pressure to manage domestic life (30%).
- Women in all three countries are more likely than men across all countries to rank 'parents' as the primary source of pressure to manage domestic work/care.
- Men in all three countries are more likely than women across all countries to rank 'partner' as the primary source of pressure to manage domestic work/care.
- Vietnamese women are more likely than others to rank social community and in-laws as the primary source of pressure to perform domestic work/care.

Author biographies

Associate Professor Elizabeth Hill

Elizabeth Hill is Associate Professor in Political Economy at the University of Sydney and co-convenor of the Australian Work + Family Policy Roundtable. Elizabeth's research focuses on the political economy of gender, work and care in the Asia Pacific, in particular how economic institutions shape women's paid work, unpaid care and the care workforce in the rapidly evolving dynamics of the global political economy.

Professor Marian Baird AO

Marian Baird AO is Professor of Gender and Employment Relations, and the first female professor in industrial relations at the University of Sydney. She is a Presiding Pro-Chancellor of the University of Sydney, Head of the Discipline of Work and Organisational Studies and Co-Director of the Women, Work and Leadership Research Group in the University of Sydney Business School. Marian's disciplinary background is industrial relations and her research focus is gender and employment, in particular how regulation and social norms interact to produce different labour market outcomes for women and men.

Dr Suneha Seetahul

Suneha Seetahul is a postdoctoral research fellow at the University of Sydney and the Australian Women's Working Futures Project. Suneha's research involves micro-econometric analyses of gender, labor markets and development. Her current research focuses on the future of work and labour market outcomes of migrants in Australia, gender norms and labour market transitions and India, and the relationship between health, nutrition and inequalities in emerging countries.