

# VIETNAM AND COVID-19

## IMPACT ON THE PRIVATE SECTOR

# **Vietnam and COVID-19: Impact on the private sector**

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Investing in Women and UN Women both work with influential companies on shifting workplace cultures, practices and policy barriers to achieve workplace gender equality (WGE) in Indonesia, Myanmar, the Philippines and Vietnam. A partnership has been established to share data and knowledge, and develop joint tools and approaches that leverage our respective expertise.

Investing in Women is an initiative of the Australian Government through the Department of Foreign Affairs and Trade that catalyses inclusive economic growth through women's economic empowerment in Southeast Asia. Through Business Coalitions for Workplace Gender Equality, change is driven from the top. CEOs make commitments to gender equality and hold themselves accountable by measuring their progress against their commitments.

UN Women works through WeEmpowerAsia, a programme funded by and in partnership with the European Union seeking to increase the number of women who lead and participate in business in China, India, Indonesia, Malaysia, Philippines, Thailand and Vietnam. A key component of the programme is to mobilize private sector companies to become gender-responsive by committing to and implementing the Women's Empowerment Principles (WEPs).

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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).<sup>1</sup>

This report focuses on the impact of COVID-19 on private sector workers and employers in Vietnam.

Vietnam has contained COVID-19 through aggressive and proactive preventative action, including rigorous testing and contact tracing regimes, and digital dissemination of public health information by the Ministry of Health. The National Steering Committee on Epidemic Prevention was established on January 30, and on February 1<sup>st</sup> the Prime Minister, Nguyen Xuan Phuc, declared a national epidemic. On March 22 Vietnam closed its borders and implemented mandatory quarantine for returning citizens and on March 31 the Prime Minister ordered a national lockdown, including schools. This was lifted on April 23<sup>rd</sup> allowing the opening of non-essential services and schools.

Economic support of VND 27 trillion (USD 1.16 Billion) for business was announced on March 3<sup>rd</sup> and included tax breaks and reduction in land lease fees. On April 10<sup>th</sup>, the government passed an additional financial support package worth VND 62 trillion (USD 2.6 billion). This package included income support of VND 1 million/month (USD 43) for 3 months (April to June) for workers who had lost their jobs but were not eligible for unemployment insurance and for workers without employment contracts working in businesses that had been closed due to social distancing measures. Cash transfers of 1 million VND/household (USD 43 monthly) for poor and near-poor households were also available (April to June).

It is in the context of this national response to the immediate health and economic crisis that we provide an analysis of the impact of the pandemic on the private sector in Vietnam.

The report is based on two surveys.

1. The first and main data source is an employee survey undertaken in May 2020, during the height of the lockdown. It 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. The statistics presented in this report use sample weight corrections to ensure representativity in terms of age, gender and region. The sample is composed of 600 individuals (300 men and 300 women), between 18 and 60 years of age, working in companies with 200 employees or more. Table 1 shows a demographic description of the sample. Note that the share of women respondents who have a high income is larger than for the male share. Because the income distribution of the survey respondents is not representative of the national income distribution, the survey results will be slightly skewed towards higher-wage female employees' experiences, thus probably attenuating gender differentials. This should be kept in mind when reading this report. Separately, the online employee survey was deployed by UN Women Vietnam in four companies from June 22 to 7 July, 2020. This data informed a company case study (see Box 1).

2. The second data source is a small employer survey of 38 private sector companies, which was implemented between 18-31 May 2020 and 25 June-7 July 2020.<sup>2</sup> Companies were recruited through the Vietnam Business Coalition for Women's Empowerment (VBCWE) and UN Women Vietnam. The survey was designed to understand the impact of the pandemic on employers and gather information on the challenges faced by private sector employers and their commitment to gender equality in the crisis.

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<sup>1</sup> ILO (2020) ILO Monitor: COVID-19 and the world of work. Third edition, 29<sup>th</sup> April 2020.

<sup>2</sup> VBCWE administered the first set of surveys in May (19) and UN Women the second set of surveys in June-July (19). Surveys were implemented by phone.

**Table 1. Sample summary**

<b>Net income (in VND)</b>	<b>Women</b>	<b>Men</b>	<b>Industry</b>	<b>Women</b>	<b>Men</b>
<i>Less than 5 M</i>	7.0	8.7	<i>Accommodation and Restaurants</i>	4.2	5.8
<i>[5M;8M[</i>	15.7	16.0	<i>Administrative and Support Services</i>	2.2	2.2
<i>[8M;9M[</i>	8.0	11.0	<i>Agriculture, Forestry and Fishing</i>	1.9	2.9
<i>[9M;10M[</i>	2.9	9.0	<i>Arts and Recreation Services</i>	0.2	0.8
<i>[10M;12.5M[</i>	4.8	13.6	<i>Construction</i>	4.0	6.9
<i>[12.5M;15M[</i>	6.1	10.5	<i>Education and Training</i>	3.1	2.7
<i>[15M;17.5M[</i>	6.7	8.0	<i>Electricity, Gas, Water and Waste Services</i>	1.1	4.1
<i>[17.5M;20M[</i>	7.2	5.2	<i>Financial and Insurance Services (including banking)</i>	10.0	10.2
<i>[20M;30M[</i>	8.8	9.4	<i>Health Care and Social Work</i>	0.8	0.5
<i>[30M;50M[</i>	5.7	2.7	<i>Information Media and Telecommunications</i>	2.0	4.2
<i>[50M;70M[</i>	12.9	0.9	<i>Manufacturing (food and drink)</i>	5.3	8.2
<i>More than 70M</i>	14.2	4.9	<i>Manufacturing (other)</i>	29.3	23.7
<i>Total</i>	100	100	<i>Professional, Scientific and Technical Services (including accounting, consulting, engineering, legal)</i>	2.5	8.7
<b>Age (average)</b>	38.82	32.95	<i>Rental, Hiring and Real Estate Services</i>	1.2	0.7
<b>Married or living with partner</b>	82.2	61.7	<i>Retail Trade</i>	5.7	5.7
<b>Primary earner</b>	70.5	76.9	<i>Transport, Postal and Warehousing</i>	3.4	4.2
<b>Have one or more children</b>	83.9	67.02	<i>Other</i>	23.2	8.6

Note: sample weights applied.

Analysis of these two surveys shows that the pandemic lockdown had an immediate and negative impact on private sector employers and employees in Vietnam. Employees report experiencing significant pressures on their financial security with half having either their hours of work reduced or their pay cut. Pressure on domestic life has also escalated, more so for men than women. The intensification of unpaid domestic care and household work is reported to have a strong negative impact on both men and women's mental health, although for different reasons.

The aim of this report is to provide insights for employers concerning the immediate impact of the crisis on the private sector. These findings will assist employers looking to better support their workforce during the next stage of the crisis period. It should be noted, that the medium-term and long-term impacts of the pandemic will not necessarily show the same patterns as the ones presented in this report and ongoing research into the impact of the COVID-19 crisis will be required to inform employers' ongoing response and business planning.

The report is divided into four main sections. The first three focus on employee responses and the impact on work, impact on household dynamics, and the impact on health. The final section examines employer perspectives.

## Section 1. Impact on work

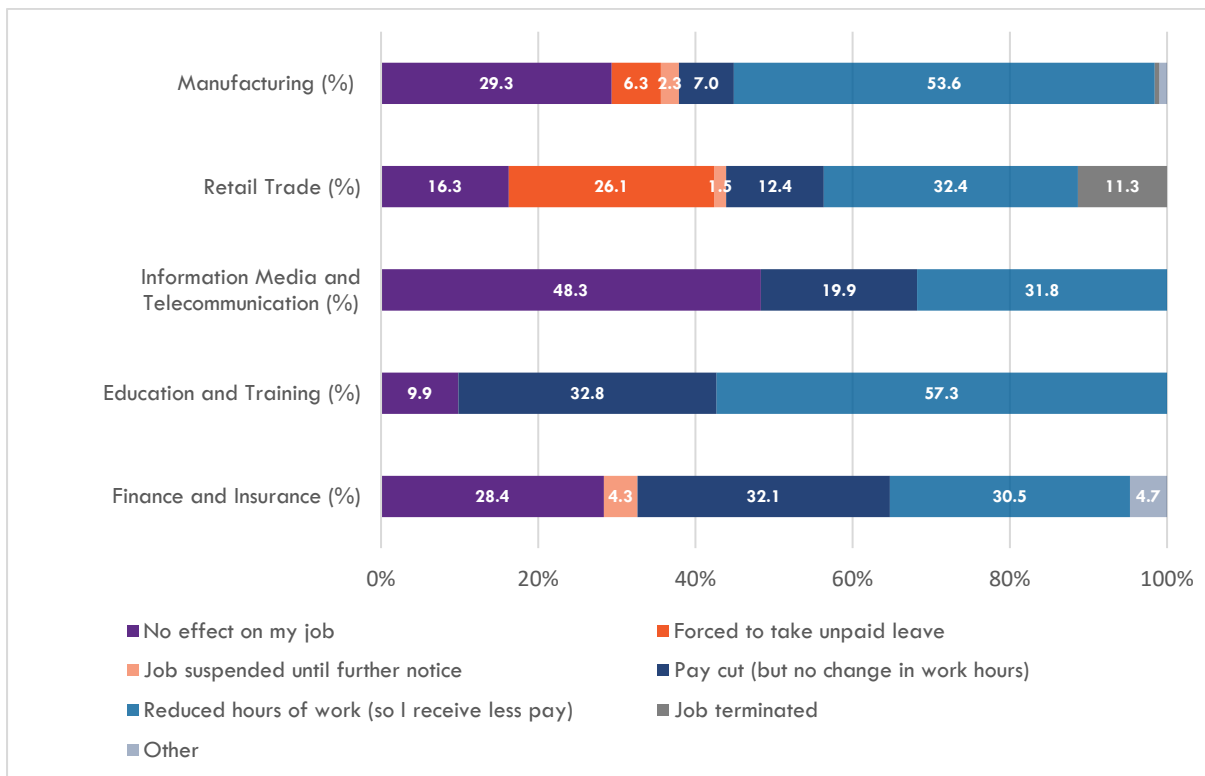
- **Two out of five workers report the pandemic had no impact on work, and two out of five experienced a reduction in their hours of work.**
- **Just one in ten reported a cut in hourly pay.**
- **Workers in retail were hardest hit: two out of five workers had their job terminated, suspended or had to take unpaid leave.**
- **More women than men report (1) no change to their work and (2) a reduction in working hours.**

### 1.1. Employment change by industry & gender

The pandemic and government response to the health crisis had an uneven impact on workers and employers. While 39% of survey respondents reported the pandemic has had no effect of their job, an almost equal proportion (38%) reported they had experienced a reduction in their hours of work and another 12% reported a cut in their hourly pay rate. Four percent had their job terminated or suspended until further notice. Reducing the hours of work was the most common approach used by employers to manage the crisis.

For employees in different industries, the impact of the crisis on work was highly variable: 29% of manufacturing workers and 48% of those in IT reported no change in their job while 39% of retail workers had their job terminated, suspended until further notice, or forced to take unpaid leave (see graph 1). In the most affected industries, employers primarily used two strategies to manage the crisis: reducing hours of work or reducing the hourly pay rate. For instance, sixty percent of workers in manufacturing and 63% of those in finance and insurance reported they were affected by these measures and 90% of those in education and training – most likely due to school closures. Both a reduction in hours of work and cuts to pay left workers with less income.

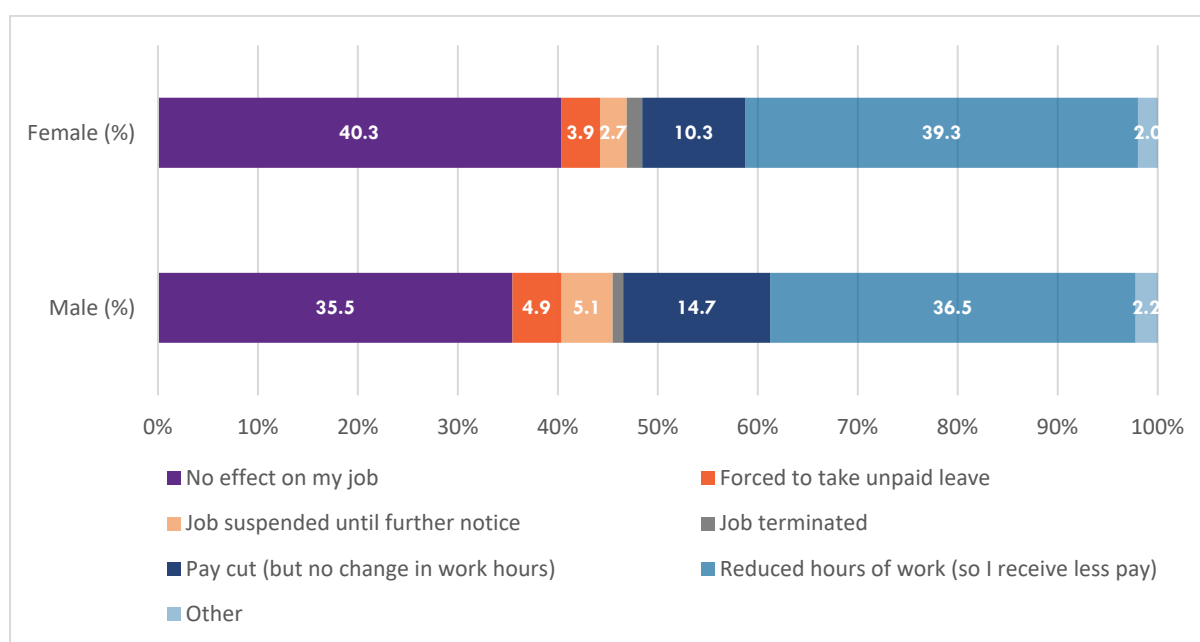
**Graph 1. Employment Change by Industry**



*Note: sample weights applied.*

In terms of changes in employment, there are statistically significant differences by gender (see graph 2). Women are more likely to have experienced no impact on their job (40.3%) compared with men (35.5%) but more women also experienced a reduction in working hours (39.3%) than men (36.5%). However, more men (14.7%) than women (10.3%) received a cut in pay. Overall, a similar proportion of men and women (50%) reported they either had a pay cut or a reduction in hours of work, both resulting in lower incomes.

**Graph 2. Employment Change by Gender**



Note: sample weights applied. Chi<sup>2</sup> test p-value (0.053) show statistically significant differences in the distribution of men and women across the different categories of employment change.

## 1.2. Changes in hours, income and location

- **Hours – men more than women increased their hours of work; but almost half of all workers experienced no change in hours.**
- **Income – a larger share of men than women reported a decrease in overall income but there were no significant gender differences when control variables are accounted for.**
- **Location – one-third of women and one-fifth of men reported working from home; and a higher proportion of men were also working from a new space set up by the company.**

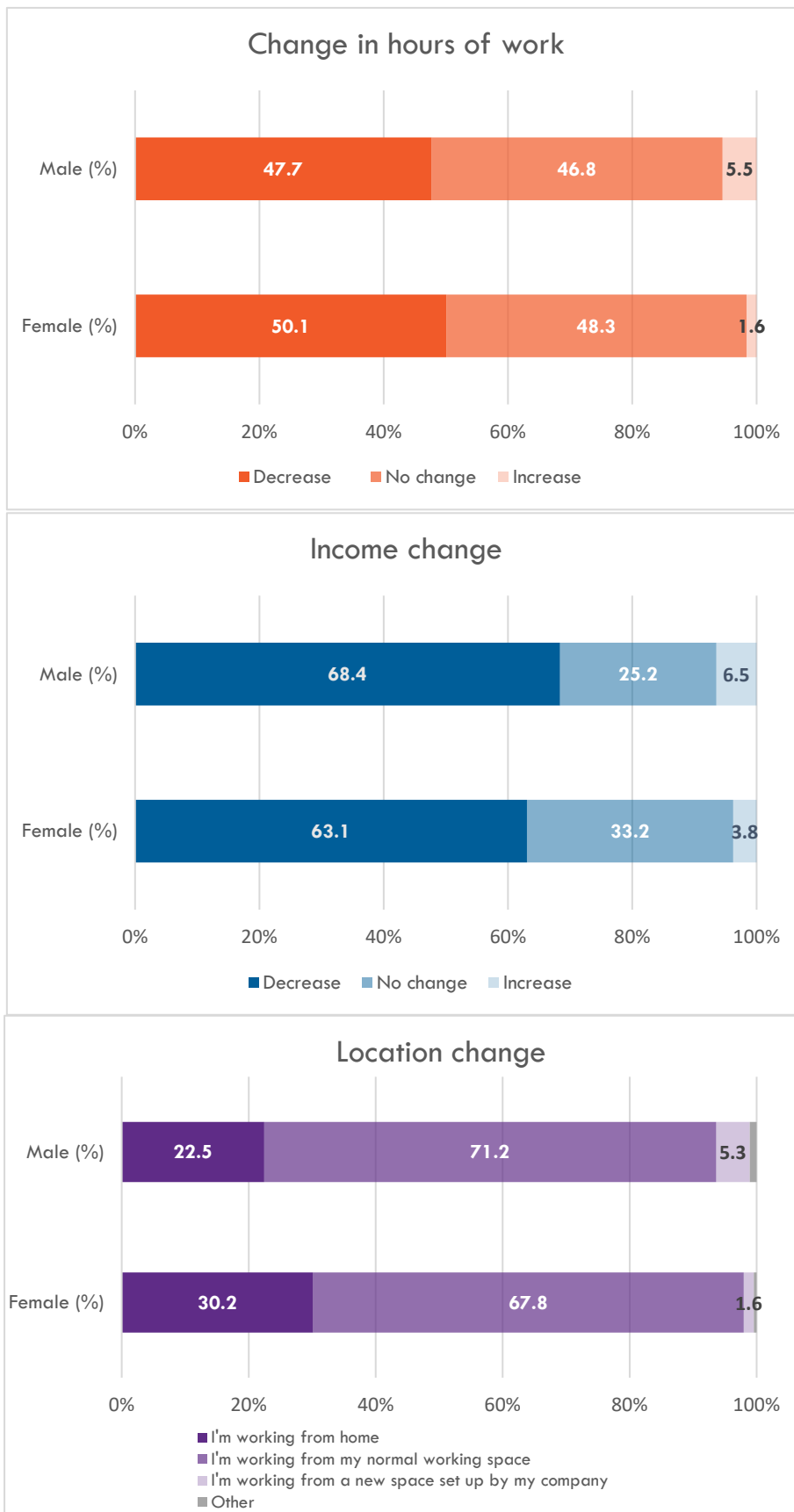
Overall, changes in hours, income and location are significantly different for men and women (see graph 3). 50.1% of women experienced a decrease in their hours of employment compared to 47.7% of men, while 5.5% of men experienced an increase in hours of work available compared with only 1.6% of women. In terms of income<sup>3</sup>, 68.4% of men reported a decrease compared to 63% of women, and one-quarter of men and one-third of women reported stability in their income.

Location of work during the pandemic also reveals statistically significant gender differences. Thirty per cent of women report working from home compared with 22.5% of men, who were more likely to be working from their normal place of work (71.2%) compared with women (67.8%). A higher proportion of men were also working from a new space set up by the company in response to the crisis (5.3%) compared to women (1.6%).

<sup>3</sup> Note that in this section ‘changes in income’ refers to overall income whereas the previous section presented changes in hourly wages.



**Graph 3. Change in hours of work, income and location**



Note: sample weights applied. Chi<sup>2</sup> tests computed for hours change (p-value 0.042), income change (p-value 0.090) and location change (p-value 0.020).

Inferential analysis<sup>4</sup> shows that when other factors are accounted for<sup>5</sup>, men are less likely to experience a decrease in hours of work than women but there are no significant gender differences in the probability of experiencing an income increase or decrease and of working from home. The inferential analysis also shows that workers who have children experienced more stability in terms of working hours than workers without children, who were more likely to experience increases or decreases in working hours. Compared to part-time workers, full-time workers were also less likely to experience disruptions (less likely to have an increase in hours, less likely to have income decreases or increases and less likely to work from home). The analysis also shows that working from home is less likely for full-time workers, but it is more likely for the highest income group and for senior management.

### 1.3. Productivity

- **More women than men reported their productivity has not changed.**
- **More men than women reported being less productive during COVID-19.**
- **Among those who experienced a productivity loss, one in two workers reported anxiety and stress as a cause, and two in five workers reported child and elder care as a cause.**
- **Productivity loss for women was equally due to care responsibilities and anxiety about the pandemic.**

When asked about the impact of the crisis on productivity, three-quarters of respondents reported being more or equally productive compared to before the crisis. A similar proportion of women (7.2%) and men (8.9%) report higher productivity levels than before the pandemic, while more women (71.2%) than men (61.5%) reported their productivity level has not changed.

One-quarter of workers reported they are less productive than before the pandemic, with significantly more men (29.6%) than women (21.6%) reporting they think they are less productive than before COVID-19 (see table 2).

**Table 2. Self-declared productivity change because of COVID-19**

	Female (%)	Male (%)
I'm equally productive	71.2	61.5
I'm more productive	7.2	8.9
I'm not as productive	21.6	29.6
Total	100.0	100.0

*Note: sample weights applied; Chi<sup>2</sup> test indicates significant differences in the distribution of men and women across categories (p-value=0.009).*

Among workers experiencing a decline in work productivity, 50% report that it was because of anxiety and stress (see graph 4). This is an interesting, and perhaps surprising result given Vietnam's early and ongoing success at containing the pandemic. Forty percent of all those experiencing productivity loss said

<sup>4</sup> These analyses are based on multinomial regression models on the change in income, change in working hours and change in location, as presented in Appendix 2. The base category for each regression is 'no change'. Only statistically significant results (at 1%, 5% and 10% levels) are presented.

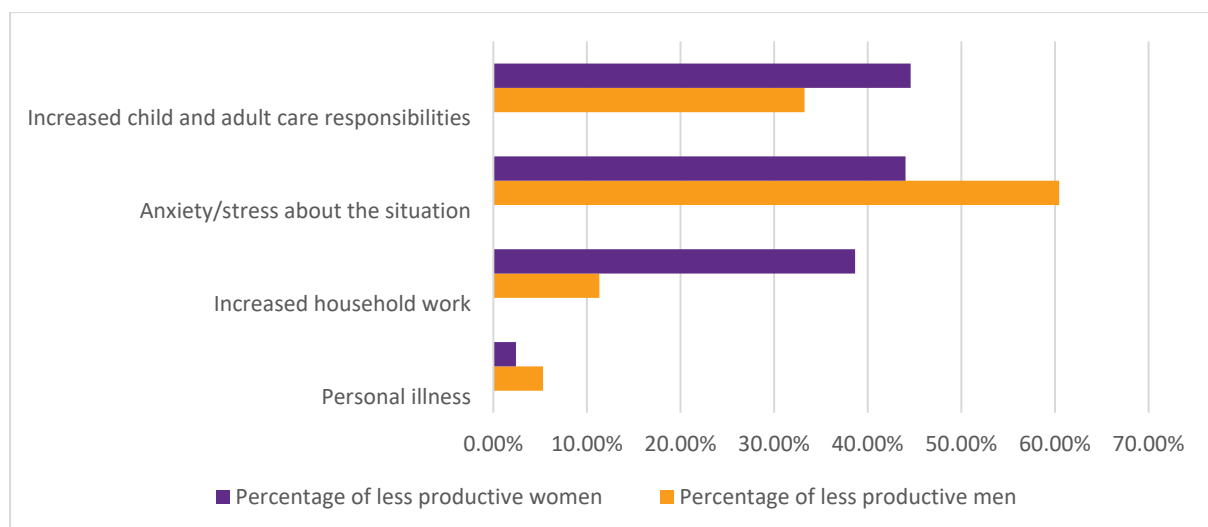
<sup>5</sup> These other factors are the control variables (e.g income, education level). See the Appendix for the complete regression tables including all control variables.

it was on account of increased child and elder care responsibilities and 28% nominated increased household work as the reason.

Gender differences can be observed in the reasons for productivity loss. Forty-five per cent of women are less productive because of increased child and adult care responsibility, whereas direct care responsibilities are only reported as a cause of productivity decline by 33% of men. When considering all unpaid household duties (care and domestic tasks) we find that unpaid work, which increased for women as a result of COVID-19, directly affected women’s productivity to a much greater extent than it did for men.

Anxiety and stress about the pandemic is reported by men as the main reason for reduced productivity. Gender differences for productivity loss due to increased household work and anxiety, are both statistically significant. For women the former is the main cause, and for men the latter is the main cause.

**Graph 4. Reasons for productivity loss**



Note: sample weights applied. Chi<sup>2</sup> tests indicate significant differences in the distribution of men and women who selected increased household work (p-value=0.000) and anxiety/stress about the situation (p-value= 0.081).

#### 1.4. Employer response

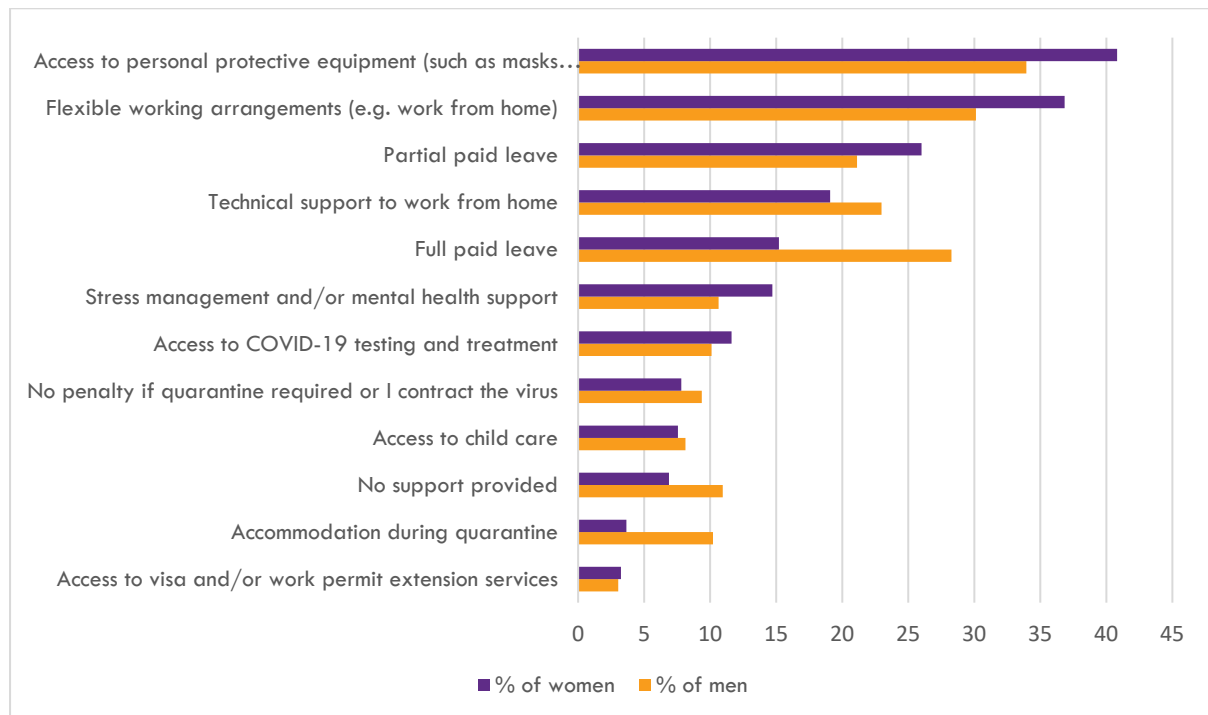
- **One in three women had access to flexible work.**
- **A significantly higher proportion of men than women had access to full paid leave.**
- **Almost twice as many women had access to partial paid leave compared with full paid leave.**
- **Women received significantly more support for stress than men.**
- **Only 8% of all employees received any support for childcare.**

Employer responses to the challenges presented by the crisis have taken a variety of forms (see graph 5). Employees report that employer support has generally taken the form of access to personal protective equipment (PPE) and to flexible work arrangements. More women report access to PPE (41% compared with 34% for men) and access to flexible work (37% and 30% respectively), but a significantly higher proportion of men (28%) reported access to full paid leave than women (15%). Women were more likely to have access to partial paid leave (26% compared with 21% of men). Men also had better access to technical support to work from home (23%) than women (19%), while a significantly higher proportion of women reported they received support for stress and mental health (15%) compared to

men (11%). Eight per cent of respondents received support for childcare, with no difference between women and men.

Reported access to employer support during the immediate crisis is markedly gendered with more men receiving paid leave and technical assistance and more women receiving support for mental health and access to flexible working arrangements. This pattern reflects and reinforces dominant gender norms of male breadwinner/female carer operating in both society and workplaces.

**Graph 5. Type of employer support**



Note: sample weights applied. Chi<sup>2</sup> test indicates significant differences in the distribution of men and women who selected accommodation during quarantine (p-value=0.002) and full-paid leave (p-value= 0.000).

**What could employers and government do differently?**

- **Employees would have liked more financial support from their employer and the government.**
- **Employees wanted employers to offer additional opportunities to work from home.**
- **Employees wanted government to provide unemployment benefits, cuts to tax and interest rates and subsidies on essential goods and services such as food and utilities.**

The survey also asked respondents to report on what their employer could have done differently to provide support during the crisis. Many employees did not think their employer could have done more. However, amongst employees who did require additional support, the most common themes were financial support, flexible working arrangements and workplace health measures. Financial support included a range of assistance measures such as additional payments, salary subsidies to cover reduced hours of work and paid leave. Approximately 15% of employees identified these supports as missing from their employer’s pandemic response. Flexible work measures and working from home were also identified by approximately 12% of employees as a form of support they would have appreciated during the early months of the crisis. This is an interesting result given that approximately 70% of workers

reported they were working at their normal place of employment. Finally, about 10% of employees report a strong desire for workplaces to provide essential personal protective equipment (PPE) such as masks and hand sanitiser as well as 'strengthen pandemic prevention' in the workplace through temperature checking and social-distancing measures. A small group of workers also identified emotional support and food support as additional measures that would have been useful.

Employees were publicly minded and saw the government as having an important role to play in the crisis response. When asked to list measures the government could implement to support employees to respond to the economic impacts of COVID-19, around 13% of respondents cited economic supports and another 13% unemployment benefits as important government measures. Economic supports included direct payments to affected citizens while support for the unemployed included cash payments and food: 'provide food and money for people who are unemployed or forced to quit work due to the epidemic'. More indirect government supports for all workers were identified and included the provision of food and other basic necessities such as subsidies for utilities: 'Reducing the price of electricity, water, food; stimulating market demand; supporting the poor'. Personal and corporate tax relief was another consistent theme linked to individual financial security and business recovery: 'Partially reducing taxes for businesses and creating favourable conditions for businesses to have an opportunity to transform appropriately in this period.' There was also considerable employee support for reducing interest rates and rescheduling debt for households and business. Finally, respondents wanted government to continue to support public health measures such as enforced quarantine and social isolation measures.

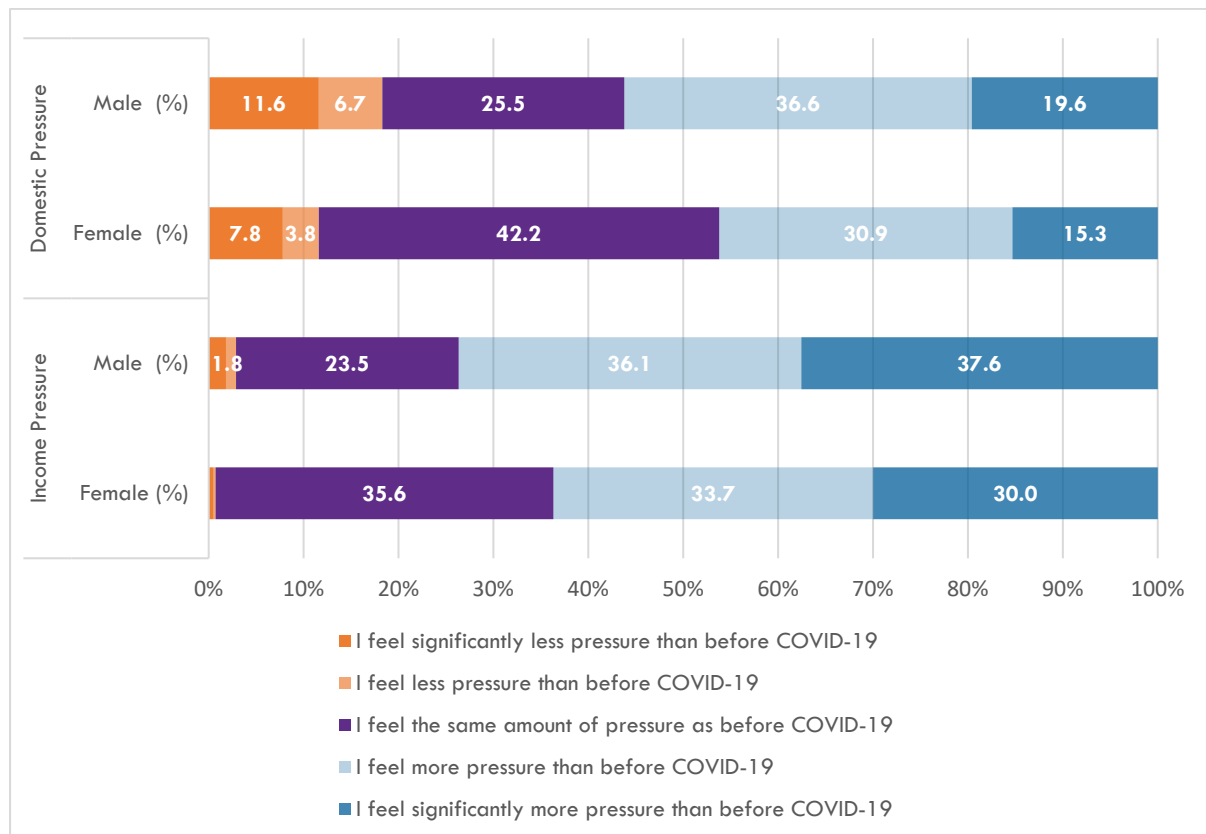
## **Section 2. Impact on Households**

- **Two-thirds of employees reported more financial pressure because of COVID-19.**
- **Half of all workers reported feeling more domestic pressure because of COVID-19.**
- **More than half of all workers spent more time on childcare, food preparation, cleaning and schooling than they did before the pandemic struck.**
- **Women reported an increase in their time spent on cleaning and food preparation.**
- **Two-thirds of men reported an increase in time spent on schooling and childcare.**

### **2.1. Domestic and income pressures**

More than two-thirds of private sector employees, men and women, reported they felt more income pressure during the early stages of the crisis than before the crisis and half felt more domestic pressure. A higher proportion of men reported intensification in both forms of pressure than women (see graph 6). For 42% of women domestic pressure did not change. This is not surprising given the traditional gender division of labour in Vietnamese households that see women shouldering the majority of unpaid domestic and care work.

**Graph 6. Income and domestic pressure by gender**



Note: sample weights applied.

Inferential analysis<sup>6</sup> shows that when all other factors are held constant, an income decrease is associated with an increased probability of both domestic and income pressure compared to those who had no change in income. However, decreases in hours of work have mixed associations with income and domestic pressure for women and men, leading to more pressure for some and less for others. Men are more likely than women to experience a decrease in income pressure. Men are also more likely than women to experience both increases and decreases in domestic pressure than no change, suggesting more stability in women’s levels of pressure. Note that women may also be under-reporting increases of domestic pressure because of gender norms surrounding the role of women as steady emotional supporters in the household.

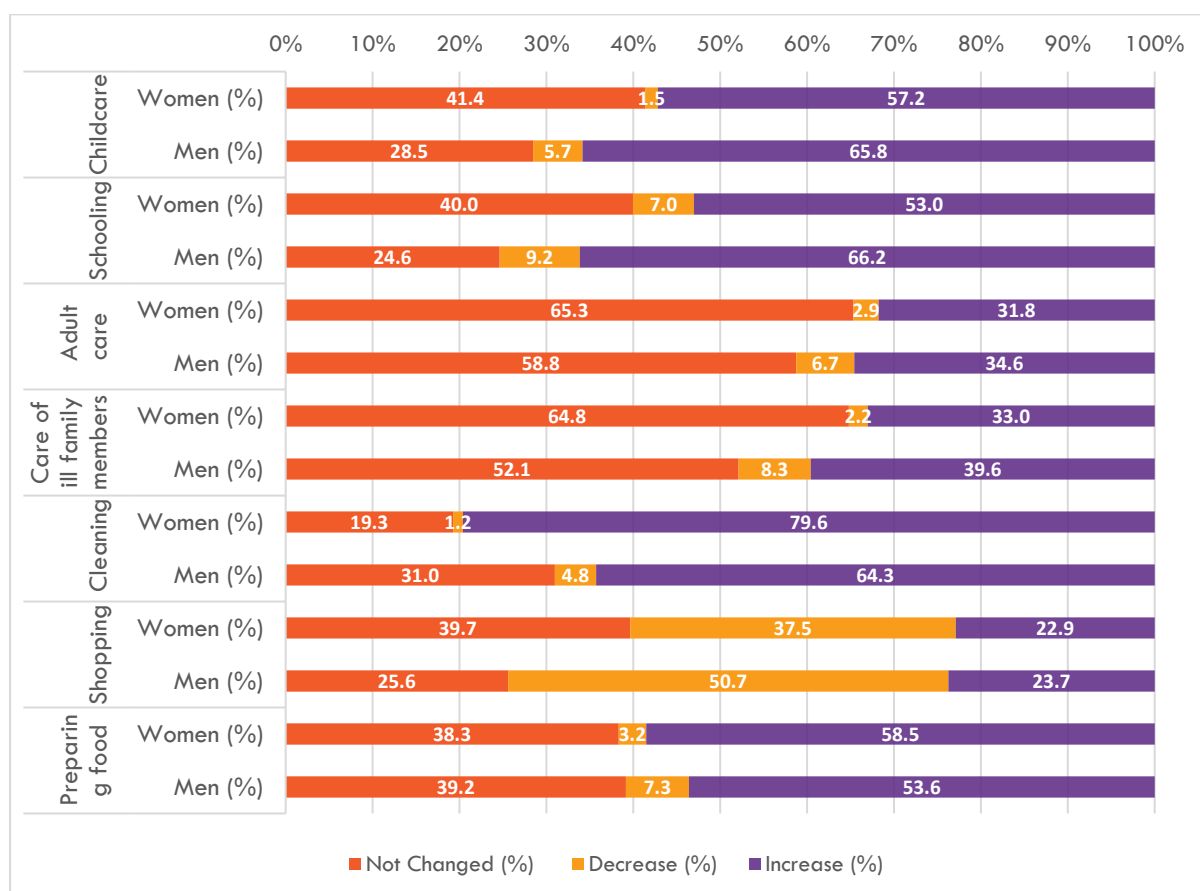
## 2.2. Household work and care

The impact of COVID-19 on work, along with social distancing measures, increased the domestic and care workload of many workers. More than half of all workers reported an increase in the time they spend on childcare, food preparation, cleaning and schooling (see graph 7). The only domestic task for which much less time is devoted during the crisis is shopping. Sixty-five per cent of women reported no change in care of elderly or ill family members, but 79.6% reported an increase in cleaning. Two-thirds of men reported an increase in time spent on schooling and childcare.

<sup>6</sup> These analyses are based on multinomial regression models on the income and domestic pressure, as presented in Appendix 3. The base category for each regression is ‘no change’. Only statistically significant results (at 1%, 5% and 10% levels) are presented.

Gender-specific analysis shows that there are significant changes in time allocation for men and women in three activities: childcare, schooling and cleaning. More men report a decline in time devoted to childcare than women, even as most men (65.8%) and women (57.2%) say total time spent on this activity has increased. The pattern is similar for schooling, with 66.2% of men and 53% of women reporting an increase in time spent on this activity. More women (79.6%) than men (64.3%) report an increase in time spent on cleaning while a similar proportion have increased the time spent on food preparation (58.5% and 53.6% respectively). The data report changes in time spent on activities by women and men - not the *total time*. These changes in the time spent on household activities during the pandemic must therefore be understood in relation to the distribution of household labour pre-COVID-19. Household labour in the Vietnam is heavily skewed towards women who spend the most time on household and care work, so an increase in men's time on household activities is off a low base.<sup>7</sup>

**Graph 7. Change in time devoted to household responsibilities by gender**



Note: sample weights applied. Chi<sup>2</sup> test indicates significant differences in the distribution of men and women for childcare (p-value= 0.001), schooling (p-value=0.005), care of ill family (p-value= 0.001), cleaning (p-value=0.000), shopping (p-value=0.004) and preparing food (p-value= 0.096).

Inferential analysis suggests that, when all other factors are held constant, a decrease in income is associated with more time spent in cleaning and less time spent shopping. Moreover, a decrease in working hours is associated with variation in the time spent for various household responsibilities: when working hours decrease, the time spent for childcare, adult care, shopping and food preparation,

<sup>7</sup> B. Teerawichitchainan, J. Knodel, V. M. Loi and V. T. Huy, 2010, 'The Gender Division of Household Labor in Vietnam: Cohort Trends and Regional Variations', *Journal of Comparative Family Studies*. Vol. 41, No. 1, pp. 57-85.

increases for some and decrease for others. Men are more likely than women to experience a decrease in time spent on all forms of care, cleaning and food preparation.

### Section 3. Impact on Health and Wellbeing

- One in three employees reported COVID-19 pressures have negatively impacted their physical health.
- Women’s physical health was significantly more affected by exhaustion due to increased domestic burdens than men’s.
- Men’s mental health is more affected than women’s.
- Men reported family tensions and feeling isolated, whereas women were significantly more likely to cite balancing work and family and caring for family members as the reason for deterioration in mental health.

#### 3.1. Physical health

Income and domestic pressures are reported to have an impact on employees’ physical and mental health. One-third of all employees report that crisis-induced pressure has negatively impacted their physical health with only a small difference between men and women (see Table 3). Physical health is mostly affected on account of safety concerns, inability to exercise, underlying health conditions and exhaustion from domestic tasks (see Table 4). More men than women report risk of infection from COVID-19 and the inability to exercise as negatively impacting their physical health. A higher and significant proportion of women (55.7%) compared with men (33.6%) reported exhaustion from domestic duties as the reason for their reduced physical health.

**Table 3. Impact on physical health**

	Female (%)	Male (%)	Total (%)
No	67.9	63.3	66.4
Yes	32.1	36.7	33.6
Total	100.0	100.0	100.0

Note: sample weights applied. Chi<sup>2</sup> shows **no** significantly different distribution for men and women (p-value 0.288).

**Table 4. Reasons for the impact on physical health**

Main reasons for health impacts	Female (%)	Male (%)
Exhaustion due to increased domestic burdens	55.7	33.6
Infected with the COVID-19	17.0	15.2
Personal safety at risk	47.7	53.3
Underlying health conditions	38.3	36.7
Inability to exercise	37.5	42.5

Note: sample weights applied. Chi<sup>2</sup> test shows a significantly different distribution for men and women who selected exhaustion due to increased domestic burden (p-value 0.003)



### 3.2. Mental health

Analysis of the impact of income and domestic pressures on mental health shows that almost half of workers report the pandemic crisis has had a negative impact on their mental health, with more men reporting this impact (51%) than women (46.3%). A greater proportion of both men and women rate this as an area of concern compared with physical health (see Tables 4 and 5).

**Table 5. Impact of COVID-19 on mental health**

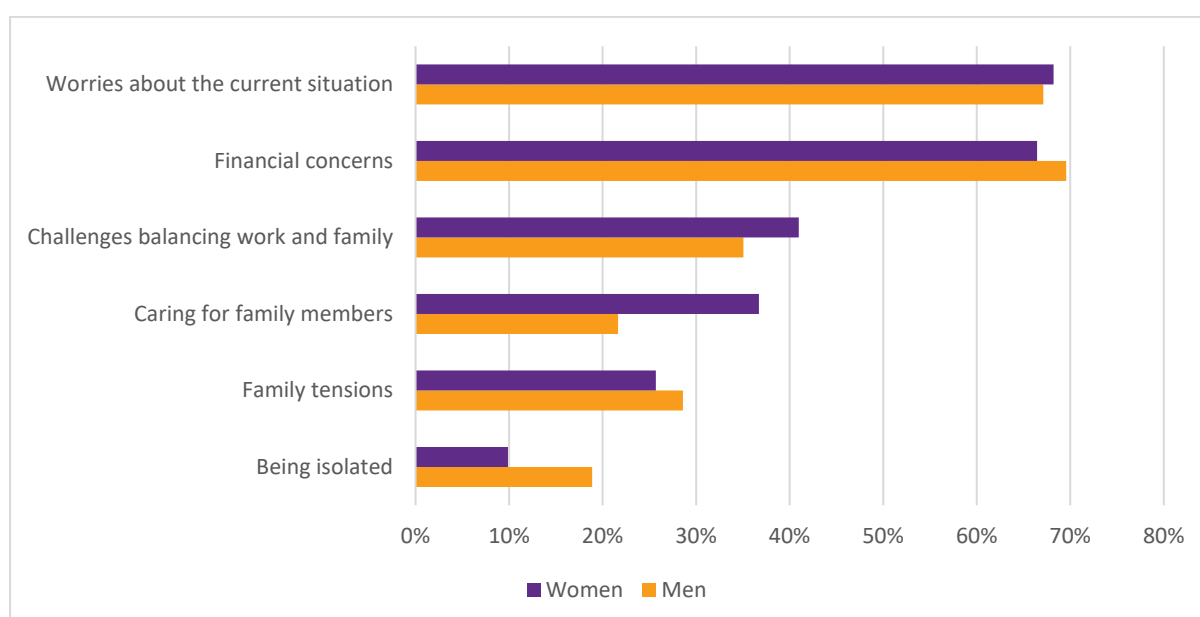
	Female (%)	Male (%)	Total (%)
No	53.6	49.0	52.2
Yes	46.3	51.0	47.8
Total	100.0	100.0	100.0

Note: sample weights applied. Chi<sup>2</sup> shows **no** significantly different distributions for men and women (p-value= 0.315).

When asked to identify the reasons for the negative impact on mental health almost 70% of all workers (men and women) report it is due to the stress of the pandemic situation and financial concerns. Challenges balancing work and family (39%), caring for family members (32%) and family tensions (27%) were also significant causes of deterioration in mental health. The least identified reason is social isolation which is nevertheless reported by 13% of affected workers.

There are, however, differences between men and women’s experiences (see graph 8). A higher proportion of women whose mental health had been negatively impacted by the crisis reported it was due to the challenge of balancing work and family (41%) and caring for family members (37%) (which was significantly different to the share of men) compared with men (35% and 21.6% respectively). Men were a little more likely than women to report family tensions (28.6% compared with 25.7%) and significantly more likely to report being isolated (19% compared to 10% for women) as the reason for deterioration in their mental health.

**Graph 8. Reasons for the impact on mental health**



Note: sample weights applied. Chi<sup>2</sup> tests show significant differences in the distribution of men and women who selected being isolated (p-value=0.040) and caring for family members (p-value=0.008).

The changes brought about by COVID-19 on women’s work and home lives have compounded to produce higher levels of exhaustion and stress for women.

Additional inferential analysis (not presented in this report) shows that a change in the hours of work is positively associated with physical and mental health deterioration. No gender differences can be noted on mental health. Note that the absence of a significant correlation only indicates a short-term trend on a self-reported health status. Asking respondents to give a health assessment in the medium or long-run is likely to change this result. Moreover, it is also possible that people underestimate a deterioration in their mental health because of social stigma surrounding mental health.

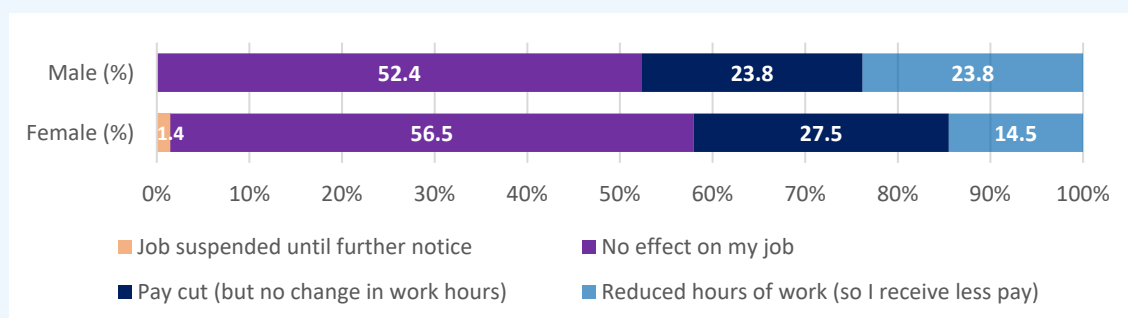
### Box 1.

#### Case Study – Impact on Employees in one Firm in the Finance Sector

This case study presents the results from survey data collected amongst one medium sized Vietnamese firm.<sup>8</sup> This large state-owned commercial firm in the finance sector operates throughout Vietnam and employs 250 workers in their Hanoi headquarters. All employees received the survey between June 22 and July 7, 2020 and more than 50% of employees (69 women and 42 men) responded. 70% of respondents were married and 85% had children or elderly people in their household requiring care. 51% of female and 79% of male respondents reported earning the most income in their households, and most commonly worked in services, sales, clerical support, or held a technical role.

The crisis’ impact on employees at this firm was strong with 48% of male and 42% of female employees experiencing an employment change that results in reduced income. However, employees in this firm have fared better than employees in the finance and insurance sector more broadly, with only 28% of those employees reporting that COVID-19 has not had an effect on their job.

#### Case study Graph 1. Employment Change by Gender



#### Productivity

Consistent with other firms in Vietnam, more than 70% of employees reported working from their normal workspace, and 24% reported working from home. Female employees reported high rates of productivity compared to females in the broader employee sample, but males were closer to the average for male employees. In the company, 94% of females and 74% of males reported they are equally or more productive. Reasons for reduced productivity varied by gender,

<sup>8</sup> The online employee survey was deployed by UN Women to all staff from four medium sized Vietnamese firms between June 22 and July 7, 2020 and achieved response rates of 18, 44, 45 and 52 per cent. The survey results allow firms to benchmark their experience against the national YouGov sample, highlighting outlying results for further attention. This case study draws on results from only one of these firms. Each of the four companies will receive a customised report for their internal use.

with more men reporting inadequate facilities and increased child and adult care, whereas more women reported anxiety and stress about the situation as their main reason for reduced productivity.

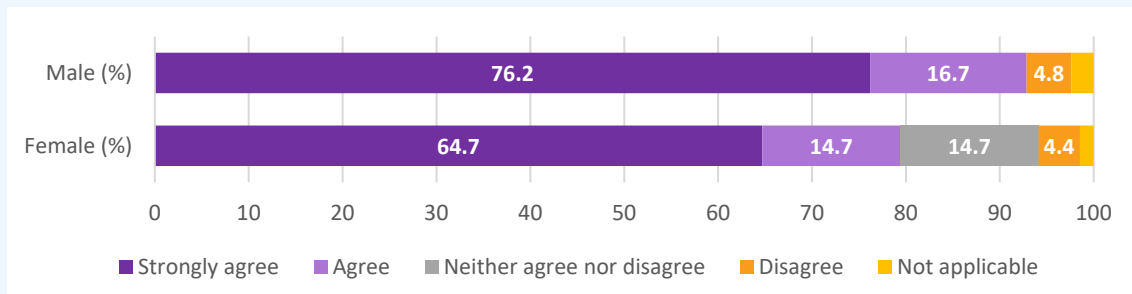
It may be valuable for this company to run further surveys to better understand how they can support their male and female employees to achieve similar productivity levels during and after this crisis.

**Case Study Table 1. Self-declared productivity change because of COVID-19**

	Female CS (%)	Female VN (%)	Male CS (%)	Male VN (%)
I'm equally productive	89.7	71.2	66.7	61.5
I'm more productive	4.4	7.2	7.1	8.9
I'm not as productive	5.9	21.6	26.2	29.6
Total	100.0	100.0	100.0	100.0

Staff perception of management capacity is another area that companies may need to assess. Promisingly, most employees at this company reported that their line manager has the skills needed to manage them and their team during the crisis. However, there is a gap between women and men agreeing with this statement. More than 20% of women disagreed or gave an inconclusive answer. This firm may be able to provide additional tools or support for management so they can better support female employees.

**Case Study Graph 2. My line manager has the skills needed to manage me and my team during this disruption/crisis**



**Impact on Health and Wellbeing**

Mental and physical well-being is another crucial area for employees that will impact the effectiveness of their work and retention. There may be opportunities for firms to support the well-being of their employees if they understand issues they are facing. In this particular firm, 62% of women and 48% of men report that their mental well-being has been negatively impacted by the situation. Those numbers are high, particularly for female employees when compared with the Vietnam average of 53%. Among women and men, worries about the current situation and financial concerns were the top two reasons reported for negative mental health impacts.

## Section 4. Employer Perspectives

This final section of the report provides results from the small employer survey of 38 private sector businesses representing a cross-section of industries including retail, accommodation, manufacturing, utilities, commercial business and professional services. Most companies are based in Hanoi (24), five in Ho Chi Minh City and nine in other regional cities. Half the companies employ between 50-200 staff (19) and another six companies employ less than 50. One quarter of the companies employ more than 1000 people and three companies have more than 10,000 employees. These companies operate in banking, postal services and manufacturing.

71% of companies report more than half of their staff are women (27) with five reporting that more than 80% of their employees are women. Most of these highly feminised companies are small in size, although one was a very large manufacturing company with more than ten thousand employees.

The number of companies with women in senior management (middle management and higher) were quite evenly distributed: 10 report less than 30% of management positions are held by women; 11 report between 30-50% positions are held by women; and, 14 companies report 51-80% of senior positions have women in the role. However only three companies reported more than 80% of senior management positions were held by women – two very small professional companies (1-10 employees) and one medium sized manufacturing company (51-200 employees). Interestingly three of the very large employers (those with more than 5,000 employees) report between 30-50% of management positions are held by women and one reports having between 50-80% of management positions held by women, showing that company size is not in itself a barrier to employing women in management.

### 4.1. Impact on business

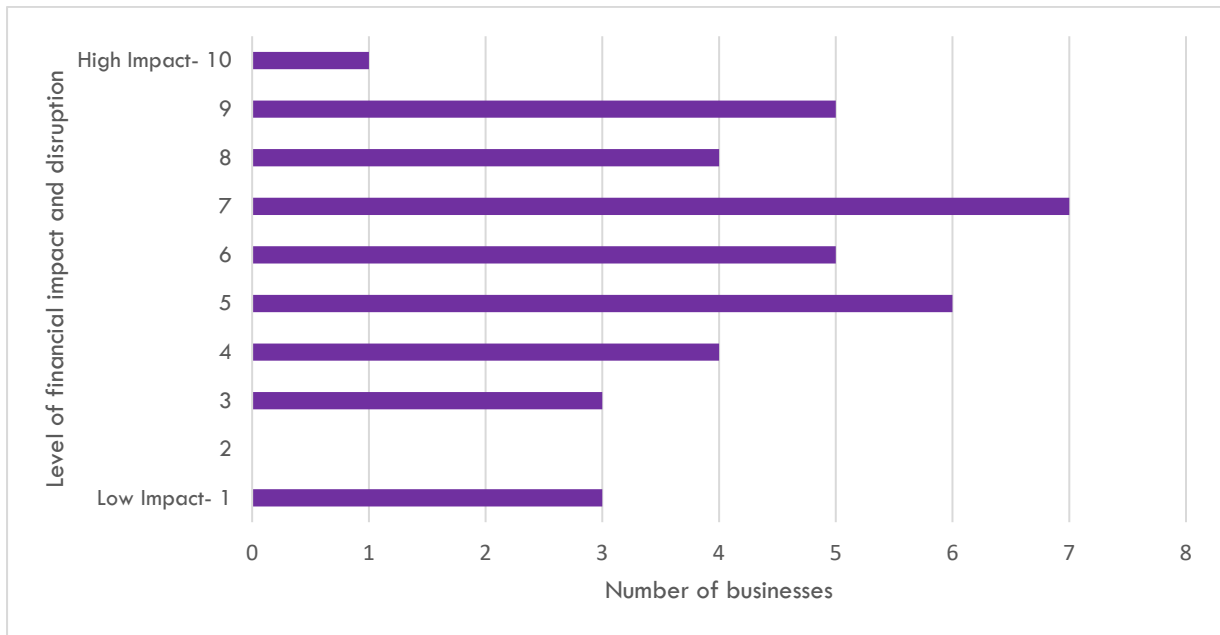
- **Forty-five percent (17) of the private companies ranked the financial impact and disruption caused by COVID-19 on their business as 7 or more out of 10.**
- **Almost three-quarters of companies were not fully operational**
- **Most companies expect it will take between 3-12 months before regular trading resumes.**

The level of financial impact and disruption to business operations caused by the COVID-19 pandemic reported by businesses surveyed was highly variable (see graph 9). Asked to rank the level of impact out of 10, seventeen companies rated the impact at 7 or higher. These were companies working in travel, retail, education, manufacturing, accommodation and restaurants – all sectors hardest hit by the lockdown. Only six companies rated the impact at 3 or less. These were banks, utilities, food producers and those providing professional and commercial services.

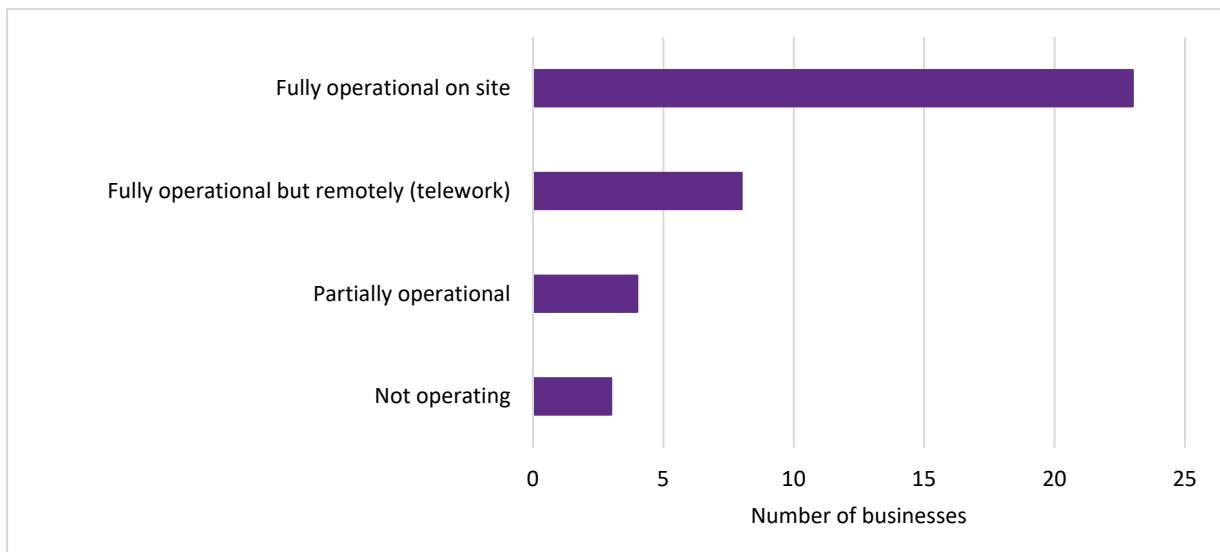
At the time of the survey sixty percent of survey companies (23) were operating at partial capacity and four were not operating at all (see graph 10). The remainder were either fully operational at their normal site (8) or via teleworking (3) - this included companies engaged in manufacturing, utilities such as post and electricity and retail.

Companies reported varying lengths of time before they expected operations be restored to normal. The majority (29) of companies expect it will take between 3-12 months before regular trading will resume. Six companies expect it to take less than 3 months, with another three companies expecting it will be more than 12 months before business resumes normal operations.

**Graph 9. Financial impact and disruption**



**Graph 10. Impact on business operations**

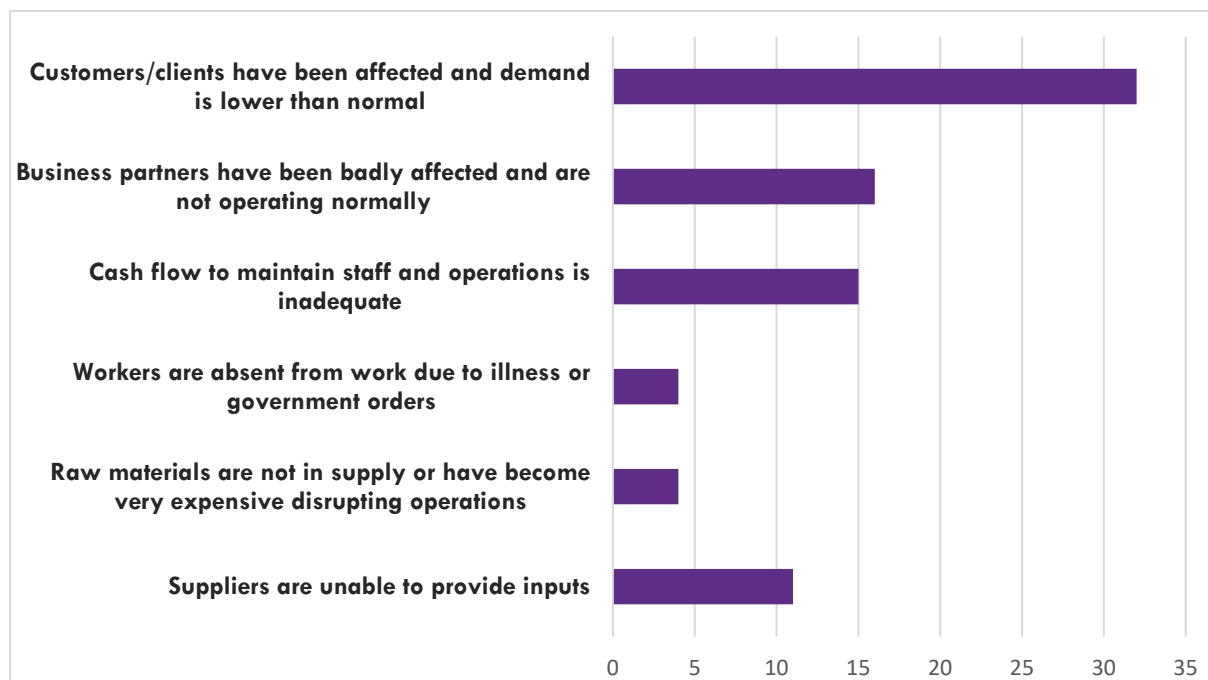


## 4.2. Business challenges and response

- **Almost every business reported the decline in customer demand was one of the main challenges in the early months of the pandemic.**
- **Almost half the companies allowed employees to telecommute or work from home.**
- **Less than half the companies (17) surveyed had instituted a COVID-19 Task Force or Crisis Management Team**
- **Of the companies that had a COVID-19 Task Force or Crisis Management Team, all included women in positions of leadership.**
- **One-third of companies believe that social norms mean women and men are impacted differently by the pandemic.**

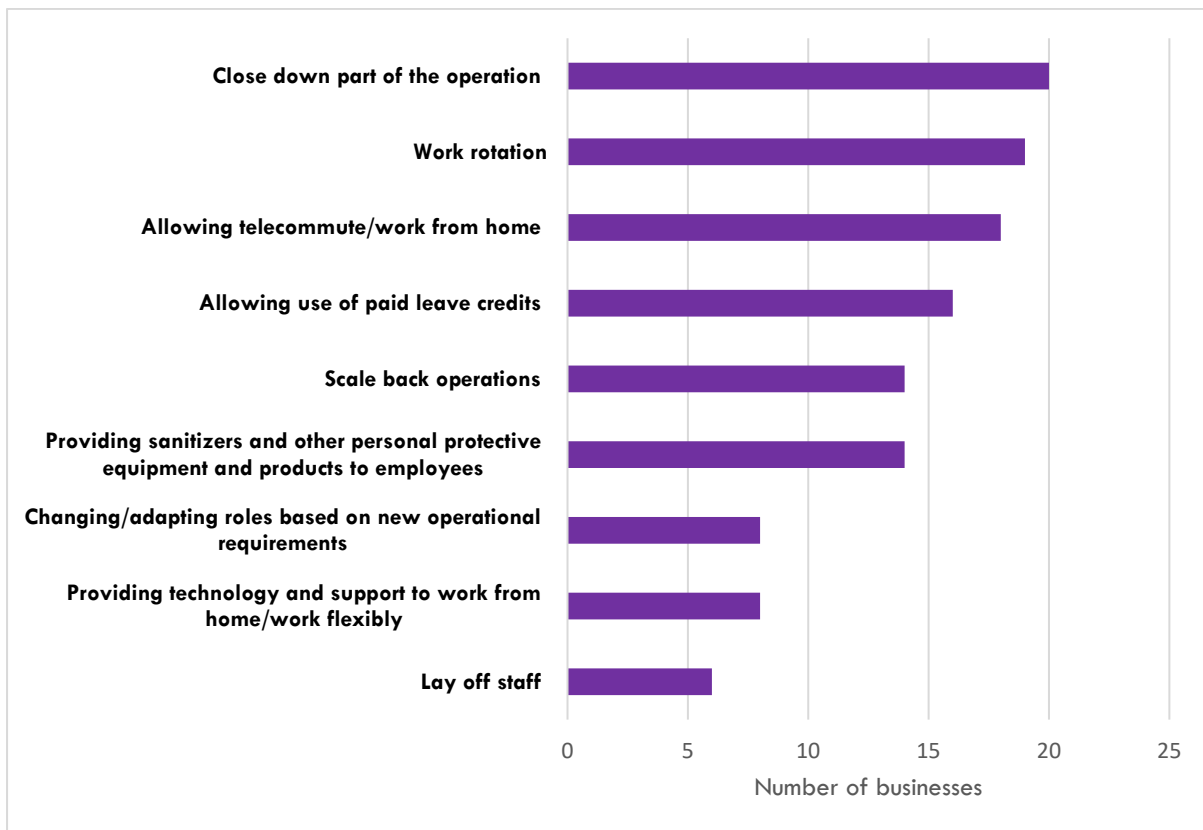
The immediate challenges facing business were overwhelmingly due to a decline in customer demand on account of the crisis with 32 out of 38 business identifying this as a major problem (see graph 11 which charts the number of businesses - out of 38 - that report each challenge). Other significant challenges are due to business partners having been badly affected and not operating normally, and suppliers unable to deliver essential business inputs.

**Graph 11. Challenges faced by private sector employers**



The most common responses made by business to these initial challenges included closing down part of the business operation (20), work rotation (19), allowing employees to telecommute or work from home (18), the use of paid leave credits (16), providing sanitizers and other personal protective equipment and products to employees (14) and scaling back operations (14). Eight companies changed or adapted roles based on new operational requirements and six laid off staff. Companies did not report any specific challenges implementing these responses.

**Graph 12. Private sector employer responses to pandemic challenge.**



Less than half the companies (17) surveyed had instituted a COVID-19 Task Force or Crisis Management Team. But of those who did, all had included women as part of the leadership team. Almost two-thirds (24) of the companies reported that they did not feel that women and men employees were affected differently by the crisis. Of the one third of companies that did recognise a difference in men and women’s experience, this was overwhelmingly explained in terms of women’s responsibility for family care and domestic work – which had increased on account of the pandemic: *“they have more housework to do because their children and family members do not go to school and work during the social distancing period”*. Some of these companies also reported that women were also more likely than men to be fired, suggesting strong male breadwinner norms. Some of these companies provided specific supports for women, including working from home options and flexible work schedules.

Most companies expected their current commitment to women’s empowerment would remain the same despite the crisis, with plans unaffected (23) and five companies expected they would increase their commitment to workplace gender equality on account of the crisis. Ten companies did not respond to the question suggesting some level of ambivalence about workplace gender equality. The ongoing commitment to workplace gender equality aligned with employer’s general expectation that the pandemic will have no effect on gender equality advocacy because this *“is a long-standing and comprehensive policy”* that has become part of the corporate culture. Only three companies reported they think the crisis could undermine general advocacy for gender equality as people focus on health and income concerns rather than social issues and the effectiveness of the advocacy process could diminish.

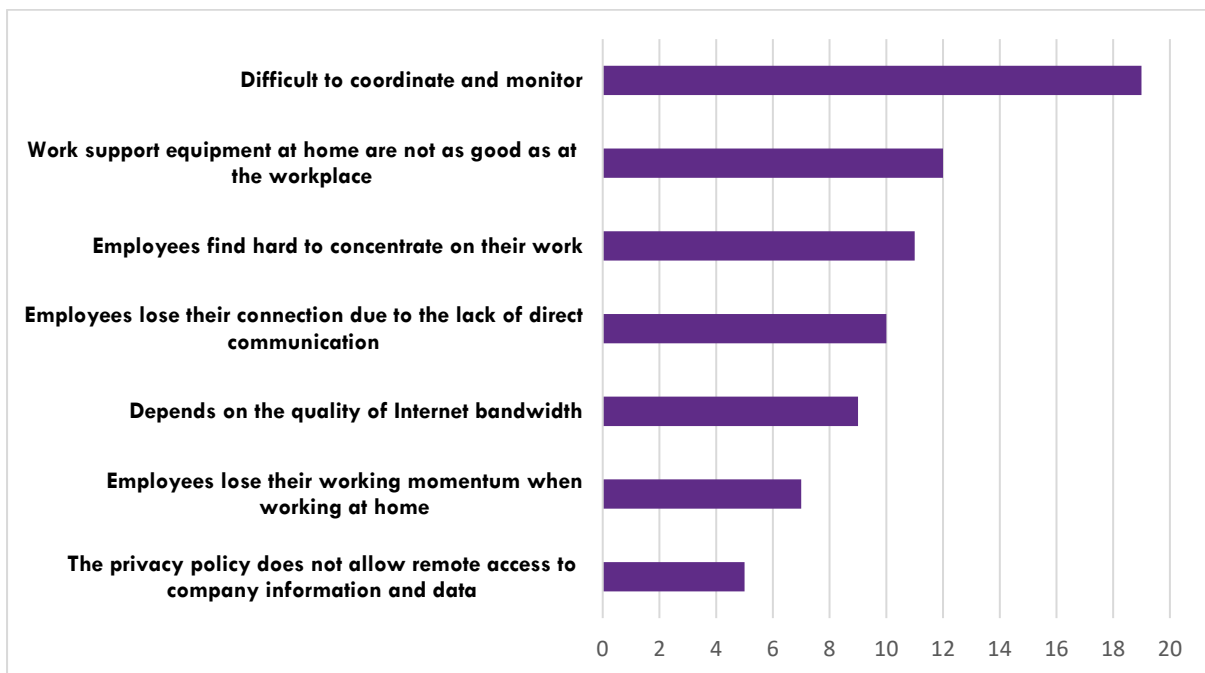
### 4.3 Business opportunities

- **One in four companies said the pandemic had created opportunity to develop new E-commerce and digital markets.**
- **29 companies used WFH during the immediate crisis. Most do not intend to continue.**

Many companies identified new opportunities that had emerged during the first few months of the crisis. More than one-quarter of companies reported opportunities for E-commerce and new efficiencies from digitalisation of some business functions, and two saw opportunities in new export markets. Two companies identified opportunities to diversify production into medical supplies.

The pandemic also created an opportunity for companies to implement work from home (WFH) arrangements. Three companies reported they had been using WFH arrangements before COVID-19 and all but nine companies were using WFH as a temporary measure during the survey period. There is some ambivalence reported about the ongoing use of WFH: while six companies intend to continue with WFH arrangements after the immediate crisis period, 20 companies plan to discontinue WFH once the crisis is over. Amongst companies that did institute WFH arrangements during the first few months of the pandemic, a number of difficulties were reported. These included issues with coordination and monitoring of work (19), work equipment at home not being as good as at the workplace (12), employees finding it hard to concentrate (10) and losing momentum (7) (See graph 13). The quality of internet connections was also a problem for WFH (7).

**Graph 13: Business experience of work from home arrangements during COVID-19**

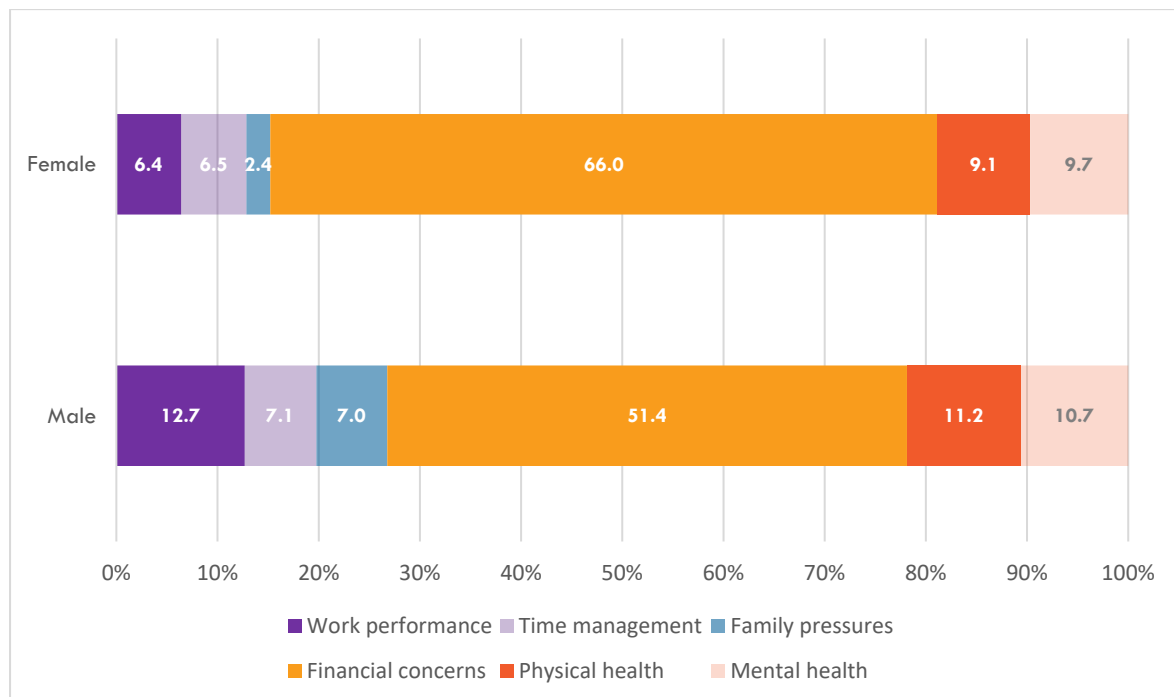




## Conclusion

In Vietnam, the economic consequences of the COVID-19 health crisis on employees and employers are considerable, with more than half of the employee survey respondents identifying financial concerns as the greatest challenge of the immediate crisis period. This concern was more marked for women than men (see graph 14). A higher proportion of men nominated health (22%) and work-related issues (20%) as the most challenging issues during the first few months of the COVID-19 crisis compared with women (19% and 13% respectively). A higher proportion of men (7%) also found family pressures the most challenging compared to women (2%). The distribution of men and women between these different types of challenges is significantly different, highlighting the gendered nature of the COVID-19 impact.

**Graph 14. Most challenging issue during COVID-19**



Note: sample weights applied. Chi<sup>2</sup> test shows a significantly different distribution for men and women (*p*-value= 0.004).

The analysis contained in this report shows that the impact of the crisis on employees' professional lives, household dynamics and health is mixed with high levels of variation depending on industry and gender. More than one-third of workers report the pandemic had no impact on their work and two-thirds reported being equally productive compared to before the crisis. However, half of all workers had either their hours of work reduced or their pay cut, making financial concerns the most challenging issue during COVID-19, more so for women than men.

The impact on household and care work was also interesting with half of respondents reporting they felt more domestic pressure because of COVID-19. This was reflected in the increase in time more than half of all workers spent on childcare, food preparation, cleaning and schooling than they did before the pandemic struck.

Gender has been an important factor in how the crisis has impacted employees' paid and unpaid work. More men than women report a decrease in overall income even as more women say financial insecurity is the main challenge they have faced during the crisis. More women than men reported working from home although this was not a common business strategy with the majority of workers continuing to work

from their usual place of work. Nevertheless, the crisis has affected the way in which households distribute their non-working hours, with more time now spent in various household chores. Although women are more likely to spend more time cleaning and in food preparation, men reported a greater increase in their time spent on childcare and schooling than that spent before COVID-19. The increase in time spent on domestic work and care for men is off a very low base, while women's increases are on top of an already very high domestic load. The change in time spent is likely due to an increase in the time available (i.e. less time required for commuting and taking children to school), the increased demand for household chores during the pandemic and the reduced availability of care services such as child and elder care and domestic help. Furthermore, the gendered differences presented in this report are likely to be attenuated because of an overrepresentation of high-income women among survey respondents.

Income and domestic pressures on account of the COVID-19 crisis negatively impacted employees' physical and mental health with men more impacted by the risk to health from COVID-19, inability to exercise, family tensions and financial concerns. Women's health and wellbeing was impacted by exhaustion from domestic tasks, balancing work and family, financial concerns and family tensions. Almost half of all workers experienced poor mental health due to the impact of the pandemic, with men more impacted than women.

Importantly, while the majority of companies surveyed expected their current commitment to women's empowerment would remain or increase post-crisis, and more than half expected advocacy for gender equality in the workplace to remain a priority for organisations in general, there was a significant minority who did not respond to the issue of ongoing commitment to gender equality, suggesting some ambivalence to the issue. Furthermore, there was evidence of the continuation of strong male breadwinner norms in the companies surveyed.

## 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.

## Appendix

### Appendix 1. Sample, data and methodology

The data used from this report was collected through an online survey facilitated by YouGov between May 13-18, 2020. The target population is formal sector private sector workers who have an internet access. The statistics presented in this report use sample weight corrections to ensure representativity in terms of age, gender and region. The sample is composed of 600 individuals (300 men and 300 women) between 18 and 60 years of age, working in companies with 200 employees or more. Table A1-1 shows a demographic description of the sample.

#### A1-1. Sample description

	Women	Men
<b>Net income (in VND)</b>		
Less than 5 M	7.0	8.7
[5M;8M[	15.7	16.0
[8M;9M[	8.0	11.0
[9M;10M[	2.9	9.0
[10M;12.5M[	4.8	13.6
[12.5M;15M[	6.1	10.5
[15M;17.5M[	6.7	8.0
[17.5M;20M[	7.2	5.2
[20M;30M[	8.8	9.4
[30M;50M[	5.7	2.7
[50M;70M[	12.9	0.9
More than 70M	14.2	4.9
Total	100	100
<b>Industry</b>		
Accommodation and Restaurants	4.2	5.8
Administrative and Support Services	2.2	2.2
Agriculture, Forestry and Fishing	1.9	2.9
Arts and Recreation Services	0.2	0.8
Construction	4.0	6.9
Education and Training	3.1	2.7
Electricity, Gas, Water and Waste Services	1.1	4.1
Financial and Insurance Services (including banking)	10.0	10.2
Health Care and Social Work	0.8	0.5
Information Media and Telecommunications	2.0	4.2
Manufacturing (food and drink)	5.3	8.2
Manufacturing (other)	29.3	23.7
Other	23.2	8.6
Professional, Scientific and Technical Services (including accounting, consulting, engineering, legal)	2.5	8.7
Rental, Hiring and Real Estate Services	1.2	0.7
Retail Trade	5.7	5.7
Transport, Postal and Warehousing	3.4	4.2
<b>Age (average)</b>	38.82	32.95
<b>Married or living with partner</b>	82.2	61.7
<b>Primary earner</b>	70.5	76.9
<b>Have one or more children</b>	83.9	67.02

Note: sample weights applied

The survey data has been analysed using descriptive statistics and inferential methods. Additional analysis presented in this appendix has been conducted using logistic and multinomial logistic regression estimations on the following categorical dependent variables: change in hours, change in income and location change (see Appendix 2), income and domestic pressures (see Appendix 3) and time devoted

to various household responsibilities (see Appendix 4). Sample weights are used to ensure age, gender and region representativity.

## Appendix 2. Exploring change in employee work hours, income and location: logistic and multinomial logistic regression results

	Hours change (base: no change)		Income change (base: no change)		Location change (base: no change)
	Decrease	Increase	Decrease	Increase	Working from home
<b>Male</b>	-0.58**	-0.31	-0.16	-0.09	0.23
	(0.26)	(0.36)	(0.26)	(0.59)	(0.31)
<b>Age</b>	0.25**	0.17	0.25**	0.13	0.06
	(0.11)	(0.16)	(0.11)	(0.28)	(0.15)
<b>Squared age</b>	-0.00**	-0.00	-0.00**	-0.00	-0.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
<b>Single</b>	0.08	-0.47	0.04	-0.21	0.28
	(0.33)	(0.57)	(0.33)	(0.82)	(0.42)
<b>Child</b>	-0.62*	-1.17**	-0.28	0.95	-0.48
	(0.36)	(0.51)	(0.35)	(0.78)	(0.39)
<b>Education level (base High school or less)</b>					
Trade/technical/vocational	0.55	0.19	0.51	-1.92	1.04
	(0.51)	(0.65)	(0.51)	(1.32)	(0.87)
Bachelor's	-0.44	-1.12*	-0.11	-2.75**	1.26
	(0.46)	(0.66)	(0.46)	(1.29)	(0.76)
Master's	0.24	-0.54	0.56	-2.21	1.36
	(0.61)	(0.87)	(0.66)	(1.54)	(0.87)
<b>Primary income earner</b>	-0.01	-0.11	0.26	1.11	-0.05
	(0.29)	(0.35)	(0.28)	(0.77)	(0.38)
<b>Working full time (30 or more hours per week)</b>	-0.69	-1.47**	-1.26*	-2.91***	-1.64**
	(0.50)	(0.67)	(0.66)	(1.09)	(0.68)
<b>Income (base: less than 5M)</b>					
[5M;8M[	-0.46	-0.50	-0.66	0.73	-0.06
	(0.55)	(0.77)	(0.54)	(2.07)	(0.84)
[8M;9M[	0.12	-0.35	0.35	-11.05***	-0.07
	(0.64)	(0.87)	(0.70)	(2.40)	(0.87)
[9M;10M[	-0.28	-0.02	-0.56	3.55	-0.75
	(0.62)	(0.85)	(0.65)	(2.60)	(0.89)
[10M;12.5M[	-0.71	-1.33	-0.33	1.94	-0.15
	(0.64)	(0.99)	(0.65)	(2.73)	(0.90)
[12.5M;15M[	-0.22	0.20	-0.21	3.69	1.20
	(0.67)	(0.90)	(0.68)	(2.70)	(0.89)
[15M;17.5M[	-0.49	-0.24	0.25	3.74	1.31
	(0.68)	(0.87)	(0.70)	(2.47)	(0.88)
[17.5M;20M[	-0.80	-1.10	-1.02	3.59	0.51
	(0.73)	(1.05)	(0.74)	(2.54)	(0.87)
[20M;30M[	0.01	0.04	-0.25	4.25*	0.20
	(0.69)	(0.94)	(0.67)	(2.48)	(0.91)
More than 30M	-1.35*	-1.69*	-0.85	2.58	1.52*
	(0.73)	(0.94)	(0.74)	(2.51)	(0.89)
<b>Business Size (base: 1000 +)</b>					
200 to 499	-0.19	0.58	-0.03	0.28	0.39
	(0.28)	(0.40)	(0.28)	(0.84)	(0.36)
500 to 999	0.23	0.01	0.27	0.12	-0.14

<b>Type of employment (base: clerical support work)</b>	(0.30)	(0.48)	(0.32)	(0.93)	(0.37)
Crafts and trades	-2.39*	0.23	-0.68	3.48*	N.a.
	(1.31)	(1.16)	(0.96)	(1.87)	
Machine operators and product assemblers	0.42	-0.42	0.61	-0.74	-1.53
	(0.48)	(0.76)	(0.52)	(1.64)	(1.04)
Manual labour	0.78	1.24	1.31	-14.16***	-0.11
	(0.86)	(0.93)	(0.96)	(1.90)	(1.01)
Senior Management	1.11**	1.15*	0.23	2.25*	1.27**
	(0.50)	(0.67)	(0.52)	(1.16)	(0.62)
Services or sales	-0.21	-0.37	0.53	0.27	0.64
	(0.53)	(0.83)	(0.53)	(1.72)	(0.75)
Skilled agriculture, forestry, fishery	-0.19	-15.16***	0.24	-13.21***	N.a.
	(1.98)	(1.35)	(1.81)	(2.03)	
Supervisor/mid-management level	0.47	0.19	0.57	-0.08	0.73
	(0.40)	(0.57)	(0.42)	(1.01)	(0.53)
Technical expert	0.21	0.08	0.11	0.38	1.19**
	(0.46)	(0.65)	(0.44)	(1.19)	(0.57)
Constant	-2.16	0.11	-2.10	-19.10***	-3.12
	(2.09)	(2.99)	(2.15)	(5.41)	(2.72)
Regional Control		YES		YES	YES
Observations	581	581	581	581	506

Note: Standard errors in parentheses \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.10$  Sample weights applied. The location change regression only includes workers who are working from their normal workspace or from home.

### Appendix 3. Exploring the determinants of income and domestic pressure: multinomial regression results

	Income Pressure (base: same amount of pressure)		Domestic Pressure (base: same amount of pressure)	
	Less Pressure	More Pressure	Less Pressure	More Pressure
<b>Income change</b>				
Decrease	-1.128 (1.308)	1.008*** (0.328)	0.586 (0.429)	1.072*** (0.331)
Increase	-15.138*** (1.816)	2.343*** (0.746)	3.202*** (0.941)	2.733*** (0.816)
<b>Hours change</b>				
Decrease	2.198* (1.247)	1.082*** (0.309)	1.308*** (0.422)	0.882*** (0.336)
Increase	0.726 (1.364)	1.019* (0.529)	1.649** (0.696)	0.977* (0.524)
<b>Male</b>	2.241*** (0.584)	0.033 (0.311)	1.159*** (0.400)	0.628** (0.309)
<b>Age</b>	0.259 (0.266)	0.230** (0.114)	0.152 (0.159)	0.306** (0.146)
<b>Squared age</b>	-0.004 (0.003)	-0.003** (0.002)	-0.002 (0.002)	-0.004** (0.002)
<b>Single</b>	0.577 (1.558)	-0.647* (0.383)	-0.700 (0.489)	-0.889** (0.397)
<b>Child</b>	-0.333 (0.899)	-1.003** (0.404)	-0.872* (0.454)	-0.687* (0.387)
<b>Education level (base High school or less)</b>				
Trade/technical/vocational	-0.598 (1.566)	-0.335 (0.771)	0.093 (0.749)	0.290 (0.633)
Bachelor's	-3.463*** (1.123)	-0.768 (0.607)	0.039 (0.672)	0.178 (0.603)
Master's	-16.922*** (1.971)	0.561 (0.830)	1.018 (0.921)	0.927 (0.792)
<b>Primary income earner</b>	-0.246 (1.220)	1.287*** (0.372)	1.353*** (0.458)	0.236 (0.335)
<b>Working full time (30 or more hours per week)</b>	-0.009 (1.723)	-0.054 (0.572)	0.176 (0.778)	-0.525 (0.669)
<b>Income (base: less than 5M)</b>				
[5M;8M[	0.837 (1.450)	0.820 (0.655)	0.793 (0.758)	1.488** (0.689)
[8M;9M[	-15.558*** (1.715)	-0.697 (0.736)	-0.798 (0.946)	1.174 (0.760)
[9M;10M[	-14.943*** (1.244)	0.006 (0.745)	-0.609 (0.924)	1.322* (0.781)
[10M;12.5M[	0.989 (1.177)	-0.787 (0.698)	-1.290 (0.927)	0.202 (0.764)
[12.5M;15M[	-0.043 (1.777)	0.315 (0.757)	-0.475 (0.921)	1.835** (0.810)
[15M;17.5M[	-13.569*** (1.497)	0.049 (0.796)	-0.305 (0.949)	1.086 (0.806)
[17.5M;20M[	-13.672*** (1.143)	-0.430 (0.774)	0.628 (0.904)	1.084 (0.845)
[20M;30M[	-14.351*** (1.359)	-1.132 (0.760)	-0.360 (0.969)	1.036 (0.817)
More than 30M	1.606	-1.245*	-0.799	-0.088

<b>Business Size (base: 1000 +)</b>	(1.059)	(0.725)	(0.877)	(0.872)
200 to 499	-0.825 (1.027)	0.842** (0.343)	0.634 (0.452)	0.968*** (0.343)
500 to 999	-0.524 (0.675)	0.425 (0.316)	0.326 (0.424)	0.447 (0.318)
<b>Type of employment (base: clerical support work)</b>				
Crafts and trades	-0.326 (2.375)	1.760 (1.420)	-0.714 (1.577)	-0.476 (1.285)
Machine operators and product assemblers	13.967*** (1.086)	-0.091 (0.762)	-0.334 (0.782)	0.093 (0.605)
Manual labour	13.182*** (1.547)	-1.137 (0.920)	-0.918 (1.046)	-0.344 (0.901)
Senior Management	15.553*** (1.015)	0.392 (0.709)	0.623 (0.715)	0.848 (0.705)
Services or sales	14.649*** (2.081)	-0.206 (0.646)	-0.021 (0.776)	-0.103 (0.599)
Skilled agriculture, forestry, fishery	3.725 (3.888)	0.383 (2.622)	-14.985*** (1.172)	-4.116** (1.644)
Supervisor/mid-management level	14.324*** (1.382)	-1.117** (0.491)	-0.543 (0.621)	-0.550 (0.493)
Technical expert	15.374*** (1.371)	-0.064 (0.562)	-1.256* (0.756)	-0.447 (0.511)
<b>Constant</b>	-36.856*** (4.667)	-4.228* (2.364)	-19.204*** (3.103)	-6.687** (2.636)
Regional Control		YES		YES
Observations	581	581	568	568

Note: Standard errors in parentheses \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.10$  Sample weights applied



#### Appendix 4. Exploring change in time devoted to various household responsibilities: multinomial regression results

	Time devoted to childcare		Time devoted to adult care		Time devoted to care for ill family		Time devoted to cleaning		Time devoted to shopping		Time devoted to preparing food	
	(base: no change)		(base: no change)		(base: no change)		(base: no change)		(base: no change)		(base: no change)	
	Decreased	Increased	Decreased	Increased	Decreased	Increased	Decreased	Increased	Decreased	Increased	Decreased	Increased
<b>Income change</b>												
Decrease	-0.83 (0.81)	0.42 (0.38)	0.71 (0.80)	0.49 (0.30)	-0.55 (0.62)	-0.11 (0.30)	0.09 (1.04)	1.03*** (0.32)	0.53* (0.31)	-0.81** (0.36)	-0.60 (0.58)	-0.01 (0.29)
Increase	0.55 (0.99)	0.74 (0.62)	1.98** (1.00)	-0.21 (0.64)	-0.51 (0.87)	-0.13 (0.60)	1.66 (1.48)	0.01 (0.64)	0.42 (0.61)	0.41 (0.65)	1.67** (0.84)	0.48 (0.72)
<b>Hours change</b>												
Decrease	3.27*** (1.10)	1.87*** (0.35)	1.51** (0.63)	0.99*** (0.28)	0.81 (0.69)	1.36*** (0.28)	1.20 (0.94)	0.11 (0.32)	1.03*** (0.32)	1.96*** (0.42)	1.60*** (0.57)	1.31*** (0.30)
Increase	3.92*** (1.26)	1.70*** (0.63)	0.61 (0.93)	0.34 (0.43)	1.00 (0.84)	1.16*** (0.42)	0.35 (0.90)	-0.07 (0.44)	0.69 (0.45)	1.56*** (0.56)	1.36** (0.68)	0.57 (0.42)
<b>Male</b>	2.28*** (0.71)	0.32 (0.34)	1.30** (0.54)	-0.41 (0.28)	1.54*** (0.57)	0.03 (0.27)	1.03 (0.63)	-0.64** (0.28)	0.20 (0.28)	0.34 (0.34)	0.69 (0.47)	-0.81*** (0.29)
<b>Age</b>	-0.30 (0.24)	0.19 (0.13)	-0.32 (0.24)	0.15 (0.12)	-0.30 (0.21)	-0.05 (0.11)	-0.27 (0.21)	-0.26* (0.14)	0.08 (0.12)	0.03 (0.14)	0.39* (0.20)	0.25** (0.13)
<b>Squared age</b>	0.00 (0.00)	-0.00** (0.00)	0.00 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00 (0.00)	0.00** (0.00)	-0.00 (0.00)	-0.00 (0.00)	-0.01* (0.00)	-0.00** (0.00)
<b>Single</b>	-0.41 (1.11)	-1.32*** (0.40)	0.85 (0.63)	0.05 (0.36)	0.18 (0.76)	-0.27 (0.38)	2.02*** (0.76)	-0.13 (0.36)	0.31 (0.37)	-1.31** (0.60)	1.63*** (0.61)	-0.24 (0.37)
<b>Child</b>	1.03 (0.89)	0.30 (0.39)	0.12 (0.60)	-1.22*** (0.33)	0.68 (0.75)	-0.92*** (0.34)	0.75 (0.87)	-0.11 (0.36)	-0.65* (0.36)	-1.50*** (0.42)	0.30 (0.69)	-0.94*** (0.35)
<b>Education level (base High school or less)</b>												
Trade/technical/vocational	1.97 (1.67)	-0.82 (0.63)	2.80* (1.52)	-1.21** (0.58)	-1.89* (1.10)	-0.21 (0.55)	1.58 (2.28)	0.90* (0.53)	-0.01 (0.58)	0.50 (0.73)	0.28 (0.89)	-0.38 (0.55)
Bachelor's	2.61 (1.81)	0.85 (0.56)	2.68* (1.40)	-0.17 (0.51)	-2.06* (1.12)	0.55 (0.51)	0.56 (2.37)	1.34*** (0.48)	0.83* (0.50)	1.26** (0.63)	-0.54 (0.80)	0.22 (0.44)
Master's	5.50*** (2.07)	2.39*** (0.81)	4.40*** (1.50)	0.80 (0.64)	0.29 (1.25)	1.64** (0.65)	1.81 (2.41)	0.63 (0.67)	1.62** (0.72)	2.63*** (0.85)	0.35 (1.11)	0.98 (0.64)
<b>Primary earner</b>	0.23 (0.65)	0.59 (0.38)	-0.76 (0.65)	0.85*** (0.31)	1.13 (0.88)	1.24*** (0.33)	0.88 (1.25)	0.79*** (0.30)	0.98*** (0.34)	0.62 (0.38)	0.95 (0.79)	0.10 (0.30)

<b>Working full time (30 or more hours per week)</b>	-2.97***	-0.58	1.68	-0.09	-0.97	0.07	-0.88	0.66	-0.93	-0.47	-1.05	-0.51
	(1.00)	(0.67)	(1.58)	(0.58)	(0.96)	(0.54)	(1.25)	(0.59)	(0.58)	(0.71)	(0.84)	(0.56)
<b>Income (base: less than 5M)</b>												
[5M;8M[	18.05***	1.56**	-1.46	0.97*	-0.86	-0.36	15.65***	0.84	1.30*	1.38*	1.70*	1.40***
	(2.55)	(0.73)	(1.47)	(0.59)	(1.31)	(0.54)	(1.82)	(0.56)	(0.68)	(0.81)	(0.92)	(0.53)
[8M;9M[	16.26***	-0.06	-0.50	0.74	-0.81	0.06	14.68***	0.89	0.21	-0.70	0.91	1.42**
	(1.70)	(0.76)	(1.13)	(0.69)	(1.19)	(0.64)	(1.49)	(0.65)	(0.70)	(0.90)	(1.00)	(0.63)
[9M;10M[	16.00***	0.15	-2.29	1.69***	-0.96	-0.71	15.35***	0.65	0.61	-0.33	1.80	1.62**
	(2.58)	(0.77)	(1.90)	(0.64)	(1.75)	(0.66)	(1.56)	(0.65)	(0.77)	(0.91)	(1.19)	(0.65)
[10M;12.5M[	16.83***	0.12	-2.04	1.46**	-0.26	-0.18	14.73***	-0.28	-0.25	-0.92	1.78	1.04
	(1.96)	(0.73)	(1.34)	(0.66)	(1.33)	(0.65)	(2.00)	(0.62)	(0.72)	(0.93)	(1.19)	(0.65)
[12.5M;15M[	20.17***	1.48*	0.21	1.58**	1.30	-0.03	18.33***	1.19*	0.53	0.04	2.28*	2.24***
	(2.38)	(0.79)	(1.05)	(0.68)	(1.41)	(0.66)	(1.84)	(0.68)	(0.73)	(0.94)	(1.19)	(0.68)
[15M;17.5M[	17.56***	2.00**	-2.63*	1.59**	1.21	-0.00	17.69***	0.32	0.18	-0.84	3.29***	1.84***
	(2.25)	(0.85)	(1.56)	(0.66)	(1.41)	(0.65)	(1.77)	(0.70)	(0.76)	(0.94)	(1.11)	(0.68)
[17.5M;20M[	19.90***	0.81	0.27	0.81	2.24	-0.63	17.08***	0.06	0.62	-0.25	1.61	0.89
	(2.31)	(0.84)	(1.13)	(0.75)	(1.51)	(0.76)	(2.15)	(0.67)	(0.81)	(1.05)	(1.28)	(0.65)
[20M;30M[	18.79***	1.58*	-0.84	1.41**	1.38	-0.46	16.44***	0.44	-0.75	-1.37	2.11*	1.70**
	(2.18)	(0.90)	(1.18)	(0.67)	(1.32)	(0.66)	(1.80)	(0.70)	(0.76)	(0.93)	(1.24)	(0.69)
More than 30M	16.94***	-0.14	-2.06*	0.20	-0.72	-0.90	16.71***	1.04	-0.75	-1.27	1.63	0.42
	(2.26)	(0.86)	(1.21)	(0.67)	(1.65)	(0.66)	(1.85)	(0.77)	(0.76)	(0.95)	(1.16)	(0.64)
<b>Business Size (base: 1000 +)</b>												
200 to 499	1.43	0.57	1.17**	0.41	0.46	0.42	1.76**	0.26	0.33	0.42	0.72	0.66**
	(0.87)	(0.36)	(0.58)	(0.30)	(0.64)	(0.31)	(0.71)	(0.32)	(0.32)	(0.37)	(0.60)	(0.32)
500 to 999	0.38	0.23	-0.30	0.08	0.63	0.67**	0.40	0.18	0.47	1.08**	-0.03	0.51*
	(0.81)	(0.40)	(0.64)	(0.33)	(0.62)	(0.32)	(0.84)	(0.32)	(0.38)	(0.44)	(0.71)	(0.31)
<b>Type of employment (base: clerical support work)</b>												
Crafts and trades	-13.65***	0.15	-12.78***	1.54	-16.39***	0.75	-13.26***	0.69	-0.94	0.39	-14.51***	-0.52
	(1.53)	(1.23)	(1.31)	(0.95)	(1.39)	(0.97)	(2.60)	(1.18)	(1.61)	(1.31)	(1.11)	(0.86)
Machine operators and product assemblers	-1.83	0.91	-2.05	1.21**	-0.84	0.54	-0.86	1.23**	0.51	-0.96	-1.21	0.33
	(1.58)	(0.70)	(1.76)	(0.58)	(1.12)	(0.53)	(1.71)	(0.61)	(0.68)	(0.77)	(0.90)	(0.58)
Manual labour	-13.19***	1.38	-1.93	1.28*	-17.18***	-0.12	-15.49***	0.15	-0.59	-3.36***	-2.21*	0.24

	(1.58)	(1.03)	(1.49)	(0.76)	(1.45)	(0.73)	(1.56)	(0.72)	(0.87)	(1.22)	(1.27)	(0.74)
Senior Management	-0.91	1.03	0.96	1.81***	-0.43	0.68	-0.58	1.83***	-1.07*	-0.55	-0.91	1.20**
	(0.99)	(0.65)	(0.94)	(0.55)	(0.88)	(0.52)	(1.31)	(0.62)	(0.62)	(0.70)	(0.75)	(0.56)
Services or sales	0.02	1.16*	-1.74	0.97	-1.67	0.37	-15.65***	0.85	-0.26	-1.25*	-1.85*	0.32
	(1.77)	(0.66)	(1.25)	(0.63)	(1.42)	(0.59)	(1.07)	(0.52)	(0.63)	(0.76)	(1.09)	(0.58)
Skilled agriculture, forestry, fishery	-13.08***	0.18	-17.04***	-14.52***	-17.42***	-0.28	-20.14***	-1.29	-1.78	-16.82***	-17.52***	-16.94***
	(1.80)	(0.96)	(1.22)	(0.91)	(1.82)	(1.31)	(1.87)	(1.01)	(1.35)	(1.01)	(1.46)	(0.86)
Supervisor/mid- management level	-2.25***	-0.08	-1.02	0.68	-2.30**	-0.34	-1.06	1.31***	-0.57	-0.96*	-1.87**	0.53
	(0.85)	(0.49)	(0.73)	(0.42)	(0.89)	(0.45)	(1.25)	(0.44)	(0.50)	(0.53)	(0.76)	(0.45)
Technical expert	-2.48*	0.96*	-2.25**	0.73	-1.82*	-0.10	-1.66	0.56	-0.39	-0.94	-1.29	1.29**
	(1.29)	(0.57)	(1.09)	(0.48)	(1.00)	(0.49)	(1.31)	(0.46)	(0.54)	(0.61)	(0.95)	(0.55)
<b>Constant</b>	-13.61***	-6.86**	-0.44	-5.21**	2.82	-1.67	-15.09***	1.29	-0.41	-13.37***	-10.58***	-4.85**
	(4.16)	(2.69)	(3.83)	(2.65)	(3.82)	(2.43)	(3.82)	(2.57)	(2.39)	(2.62)	(3.71)	(2.31)
<b>Region control</b>		Yes		Yes		Yes		Yes		Yes		Yes
<b>Observations</b>		521		540		524		576		573		579

Note: Standard errors in parentheses \*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.10$  Sample weights applied