

# Care responsibilities and work-life balance



**Women spend twice as much time performing unpaid childcare as men**  
(50.1 vs. 24.4 hours per week on average)

**Women spend more time on domestic work than men**  
(13.8 vs. 8.3 hours per week)

**Nearly 6 in 10 (57%)  
eldercare providers are women**



## Measures to improve the work-life balance of employees:

- Encourage paternity leave to reduce maternity leave for women, getting them back into the workforce more quickly.
- Provide flexible work arrangements to make it easier for parents to balance paid and unpaid work.
- Offer subsidized or onsite daycare to improve the retention of employees with caregiving responsibilities.
- Implement job re-design, such as a 4-day workweek, to help employees take the extra time they need with their dependents while staying on the same footing as their work colleagues.
- Encourage change in cultural norms by paying attention to the gendered division of cognitive work, such as planning meals and scheduling doctor's visits, that occurs in most heterosexual households.

To learn more and read the whole research brief:  
<https://www.gendereconomy.org/care-responsibilities-and-work-life-balance/>

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