



What Women Want: Tackling gender inequalities in unpaid care and the workplace

Technical appendix

Value of care

Using data collected on working aged adults in the UK from Nomis, combined with the Yonder representative survey results, we estimated the total number of men and women providing childcare and adult care.

We multiplied these figures with the survey responses on the average hours spent by men and women providing childcare and adult care respectively, to estimate the total number of hours spent providing care.

We collected data on the hourly value of childcare and adult care from the ONS Unpaid Work Calculator in the latest available years (2016 and 2017). We estimate the percentage difference between each of these years and use the growth figures to extrapolate a value of both child and adult care over 4 years until 2021.

We multiply the extrapolated hourly value of care for both children and adults to provide a total estimated economic value of the provision of care.

Potential earnings from flexible working arrangements

We first used the Yonder survey results on the proportion of women who said they would take on more hours if their employer supported flexible working arrangements and multiplied this by the average amount of time respondents said they would be willing to work to estimate the total aggregate hours uplift.

We then multiplied the aggregate hours uplift by the average earnings of women to estimate the total potential earnings gain.

To estimate Gross Value Added per hour uplift, we multiplied the aggregate hours by the latest estimates (2019) of average Gross Value Added per hour worked, to estimate the total potential increase in economic output.

For earnings and GVA uplift, we multiplied our figures by the current employment rate for women to provide estimates of the additional earnings and economic output value. This is because we assumed not all additional desired hours will be able to be filled.

Data sources:

On behalf of the Centre for Progressive Policy Yonder conducted an online survey of 2,002 UK adults aged 16–64 between 3rd to 7th March 2022. Quotas and weights were employed to ensure the sample was demographically representative of the UK adult population. Yonder is a founding member of the British Polling Council and abides by its rules.

Office for National Statistics [ONS], Annual Survey of Hours and Earnings

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/regionbyindustry2digitsicashetable5>

Office for National Statistics [ONS], Sub-regional productivity indices Source:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/labourproductivity/datasets/subregionalproductivitylabourproductivityindicesbylocalauthoritydistrict>

Office for National Statistics [ONS], Unpaid Work Calculator

<https://www.ons.gov.uk/visualisations/dvc376/index.html>