



Women, Work, Emotional Labour and Wellbeing during the Covid-19 pandemic and beyond

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Introduction

Presentation Overview

- The RESISTIRÉ Project
- Methodology

Concepts

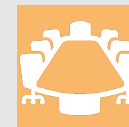
- Remote Work in Ireland
- Emotional Labour
- Cognitive Labour

Findings

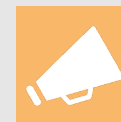
Introduction

The RESISTIRÉ Project

10 partners from
9 European countries



Research activities
in EU27, Serbia, Turkey, the UK,
and Iceland

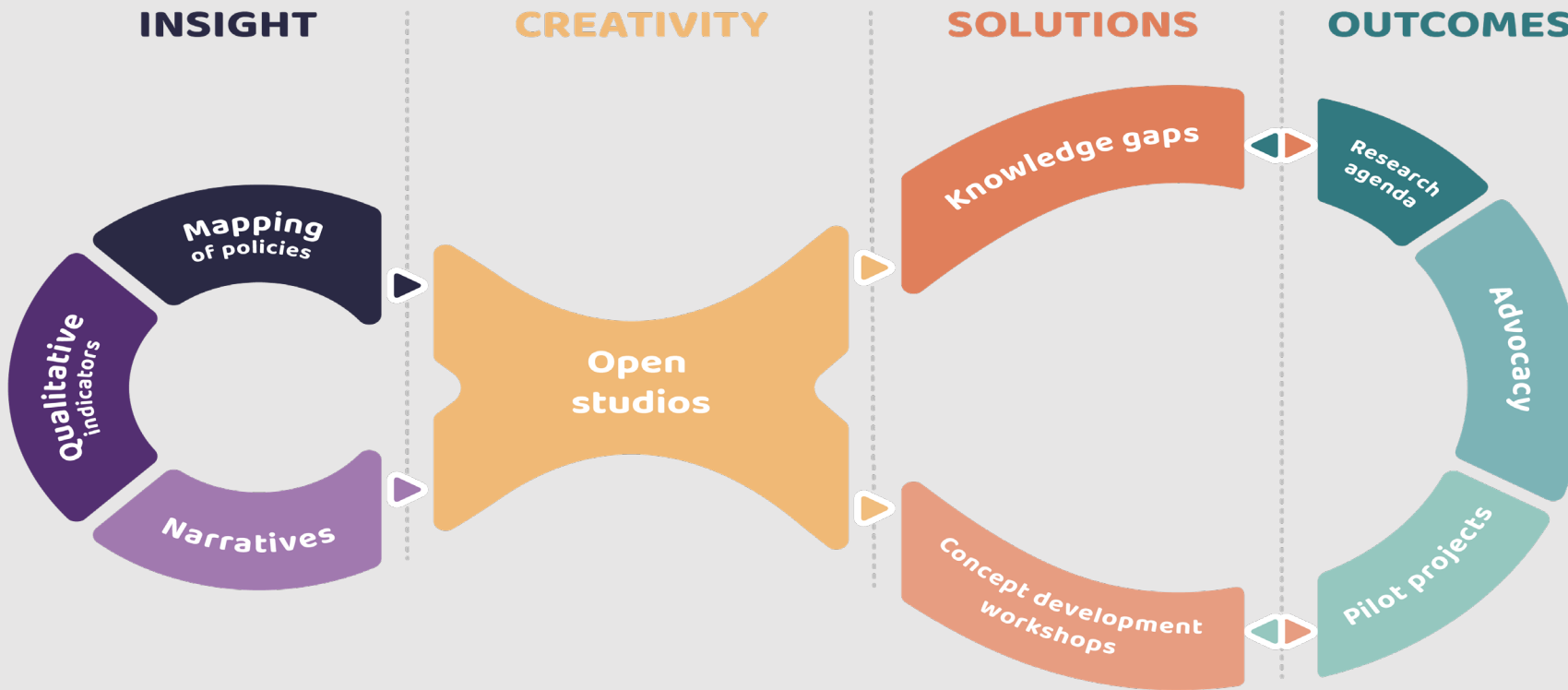


A participatory approach based
on co-creation



Methodology

- Narrative Interviews
- Expert Interviews and Workshops
- Gender+ Intersectional Approach



Remote Work in Ireland: An Overview

- Paid labour outside the employers' premises
- Working remotely/ hybrid work
- The Right to Request Remote Working Bill 2022



Remote Work in Ireland: An Overview

Remote Work Pre And During COVID-19 In Ireland %

Sectors Availing of RW	Pre COVID-19	During COVID-19
Information & Communication	29%	64.2%
Finance	22.9%	63.1%
Industry	14.1%	42.6%

Sectors With Lowest Uptake Of Remote Work %

Construction	12%
Wholesale & Retail Trade	12.7%
Human Health & Social Work Activities	14.1%

Source: CSO, Personal and Work Life Balance Report 2021

Women and Remote Work

Closure of schools impacting women's paid work
(Dunatchik et al 2021; Profeta, 2020)

Shifts in the division of work (Carlson et al 2020; Yerkes et al 2020) but women more involved in housework (Chung et al 2021)

Home as a space to retreat from the world risks being colonised by becoming a work space (Byrne 2020)

Work/family conflicts (Carli 2020)

Opportunities for advancement?
Advantages to being present?

Beyond Paid Labour

Emotional Labour

Regulating emotions – own and others mainly conducted by women (Hochschild 1983)

Emotional aspects of domestic labour divided in highly gendered ways (Bianchi et al 2012; de Vault 1999)

Cognitive Labour

Needs, decisions, monitoring (Daminger 2019)

Managing Domestic Life

Planning and scheduling (Hochschild 1989)

Anxiety and stress (Wetherell & Carter 2013)

Expert Interviews

- Vulnerable categories of people became even more marginalized during the pandemic (e.g., asylum seekers, Travellers)
- 'Two-tier' workplace
- Some people previously located outside of the labour market benefitted
- Possibly beneficial for those with caring responsibilities as it could enable reconciling work and family





Narrative Interviews

Emotional labour

It was too much for me, listening to this all the time. I was a shoulder to cry on, 36 tenants I was phoning every day, including holidays, but I had no shoulders. I felt so exhausted (Oonagh C2 NAR IE05)

Practical Challenges

Each wave of the pandemic brought with it different lockdown measures and therefore different challenges. For me, some of the main obstacles I had to overcome was the move to remote working, which made it difficult to provide our services, and upskilling in the context of digital literacy (Sandra C1 NAR IE 01)

Isolation

Sometimes, I feel that I have been forgotten [...] I feel like I'm out of the loop' (Tumi C2 NAR IE08)



Magda

Stress

When you work in the office, and then you all of the sudden work remotely, and you are at home with a kid. It was hard to get the work done. And at work in general, it was a disaster, because nobody was prepared for the remote work. So, people didn't know what to do (Magda C2 NAR IE03)

Social isolation

I missed people from work because when things went bad between myself and my ex-partner, I always had people from work, who were very funny, cheerful. In fact, I spent the entire day with them (Magda C2 NAR IE03)

Parenting alone

I remember that we were crying together [...] because I felt so bad about the fact that I never had time for him, and that there was always something else I had to do (Magda C2 NAR IE03)



Anna

Let me talk about work as an asylum seeker woman. In February 2020, just before COVID 19 hit us, I had just received my six months work permit to allow me to work. My hostel is in the countryside in Co. Kerry, where most of the jobs are in hospitality. A lot of sectors closed but even those that were available, were mainly for men. Anytime I would apply for example a kitchen porter job, I tried several places. They would say to me you don't qualify for this job, we are looking for men. I was desperate to get a small job for an income rather than to live on the €38 a week, which is the asylum seekers stipend [...] My mental health was deteriorating at this time, I was depressed, felt so lonely and I didn't have any value for life (Anna C1 NAR IE 07)

Work a changing space?

Shifts in how and where people work

Intersection of gender, work and care

Emotional labour, Cognitive labour

Who can and who cannot work remotely?



Conclusion

How can a gender+ perspective help us explore, make visible and co-create more egalitarian, more inclusive policies, initiatives and practices?





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