

# Paid and Unpaid Care

Women and gender diverse people with disabilities are rarely acknowledged as being significant providers of care. Insights from the **2025 WWDA Economic Security Survey** show that our communities sustain the care economy while being poorly supported by it themselves.

## Our Survey Findings

**42.22%**

of survey respondents currently working are primarily employed in the Health Care and Social Assistance sector (WGEA category).

**53.33%**

of survey respondents currently are employed in WGEA women-dominated industries (Education and Training, 11% and Health Care and Social Assistance sectors, 42.22%).

**39%**

were simultaneously juggling parenting or other caring responsibilities while living with disability themselves (2024 WWDA Foundational Supports survey).<sup>1</sup>



## What We Know, and What We Don't

### What national data shows<sup>2</sup>:

- Women make up over 70% of primary carers for people with disability and older people.
- Nearly 90% of those providing primary care to children with disability are female.
- 35% of female primary carers have a disability themselves.

### What is missing from national data?

- **Gender-disability lens:** Policies frame women with disabilities mainly as care recipients, not as a significant share of the care workforce.
- **Recognition of dual roles:** One in three carers are disabled themselves, yet this is rarely acknowledged in policy or workplace supports.
- **System stress:** National datasets do not capture how NDIS reassessments and uncertainty around supports outside the NDIS destabilise care arrangements, which compounds trauma for women with disabilities managing dual caring roles.
- **Policy exclusion:** The expertise of women with disabilities is undervalued in workforce and care economy planning. Our expertise is overlooked in policy conversations despite comprising a significant share of both paid and unpaid care providers.

1. Women with Disabilities ACT, Women With Disabilities Australia and Women with Disabilities Victoria. (2024). Survey Report: Foundational Supports. *Women With Disabilities Australia*. p.17

2. Yates, S., Carey, G., Hargrave, J. et al. (2021). Women's experiences of accessing individualized disability supports: gender inequality and Australia's National Disability Insurance Scheme. *Int J Equity Health*, 20(243). DOI: 10.1186/s12939-021-01571-7.