

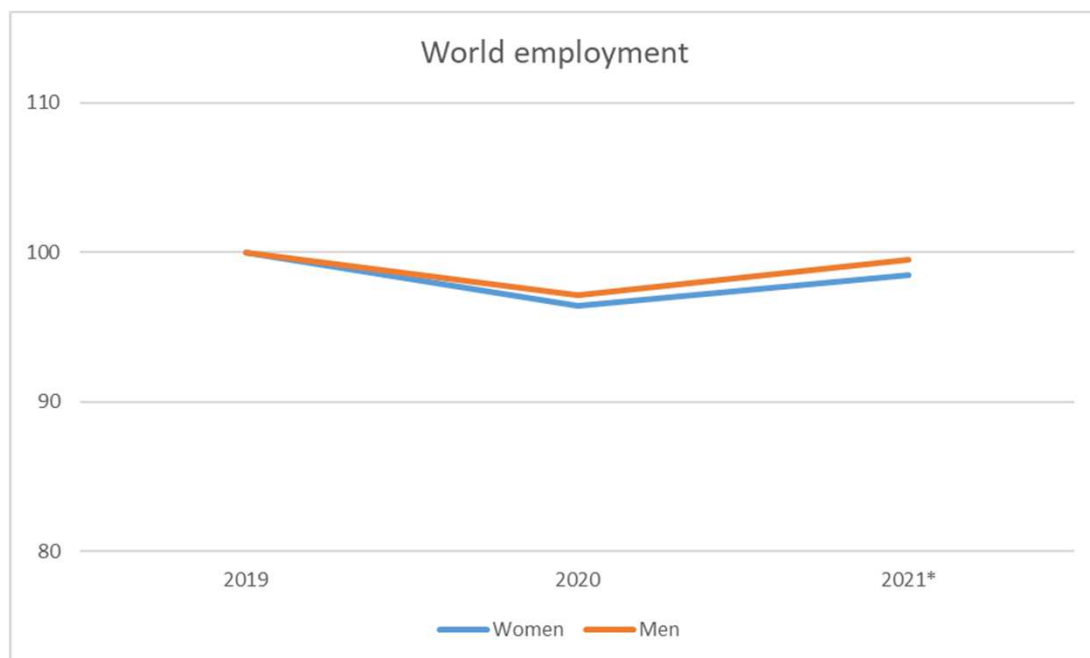
► Employment impacts of COVID-19: unequal impacts, uneven recovery

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► The COVID-19 Unprecedented job losses have hit women hardest, and they are lagging behind in the recovery



- Globally, women lost 46 million jobs whereas men lost 57 million in 2020. In percentage terms, jobs losses were larger for women, at 3.6 per cent compared to 2.9 per cent for men.
- Employment for both women and men has recovered during 2021, but at a slower speed for women. The latest projection by the ILO indicates that neither women nor men have recovered their 2019 levels. Total jobs for women were approximately 19 million fewer in 2021 than in 2019, while this figure was 10.2 million for men.

Women's employment-to-population ratios declined proportionally more than men's for all income country groups except high-income countries

- Women have lost more jobs than men in proportional terms as measured by their employment-to-population ratios, with the exception of high income countries. Women's greater declines were observed in lower-middle-income countries in 2020 (-7.2pp).
- Employment-to-population ratios are not projected to recover to pre-pandemic levels for any income-level country grouping in 2022. Gender gaps in employment-to-population ratios will remain greater than their pre-pandemic levels in particular in upper-middle and low income countries.

► Changes in employment-to-population ratios across country income groups, 2019–22*, by sex



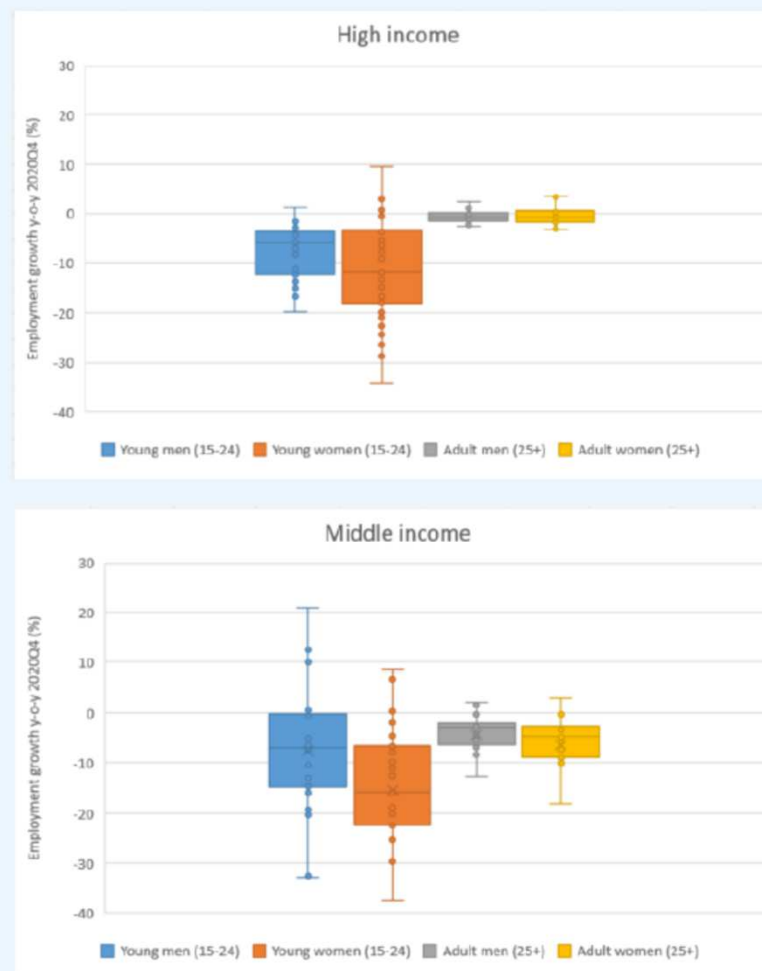
Note: * ILO estimations.

Source: [World Employment and Social Outlook: Trends 2022](#)

Young women are shouldering the worst of the employment crisis

- Roughly two times as many young women lost their jobs as did young men. Young women's employment fell by 11.8 per cent in 2020 in high-income countries and by 15.8 per cent in middle-income countries.

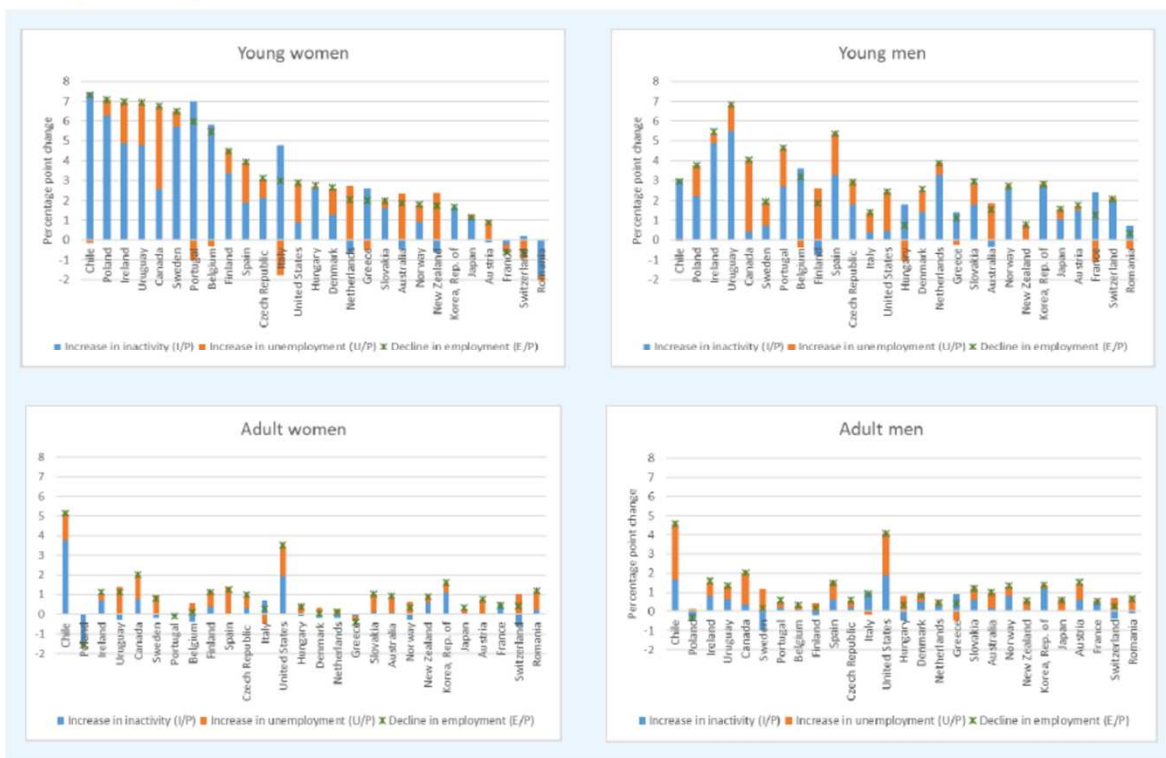
► Figure 1.4. Change in employment for youth and adults by sex and income group, end of 2020 (year-on-year)



Source: Author's calculations based on ILOSTAT, accessed 5 July 2021. The box chart is based on a sample of countries with available data (35 high-income countries and 23 middle-income countries) and are unweighted. The graph should be read as follows: (a) the horizontal line passing through the middle of the box represents the median value (50th percentile); (b) the upper boundary of the box represents the 75th percentile; (c) the lower boundary of the box represents the 25th percentile; (d) the adjacent lines below and above the box represent the lowest and highest values, respectively.

► Loss of employment has mostly resulted in economic inactivity, particularly for young women

► Figure 1.5. Decomposition of the decline in employment-to-population ratios for selected countries, 2019-2020, by sex and age



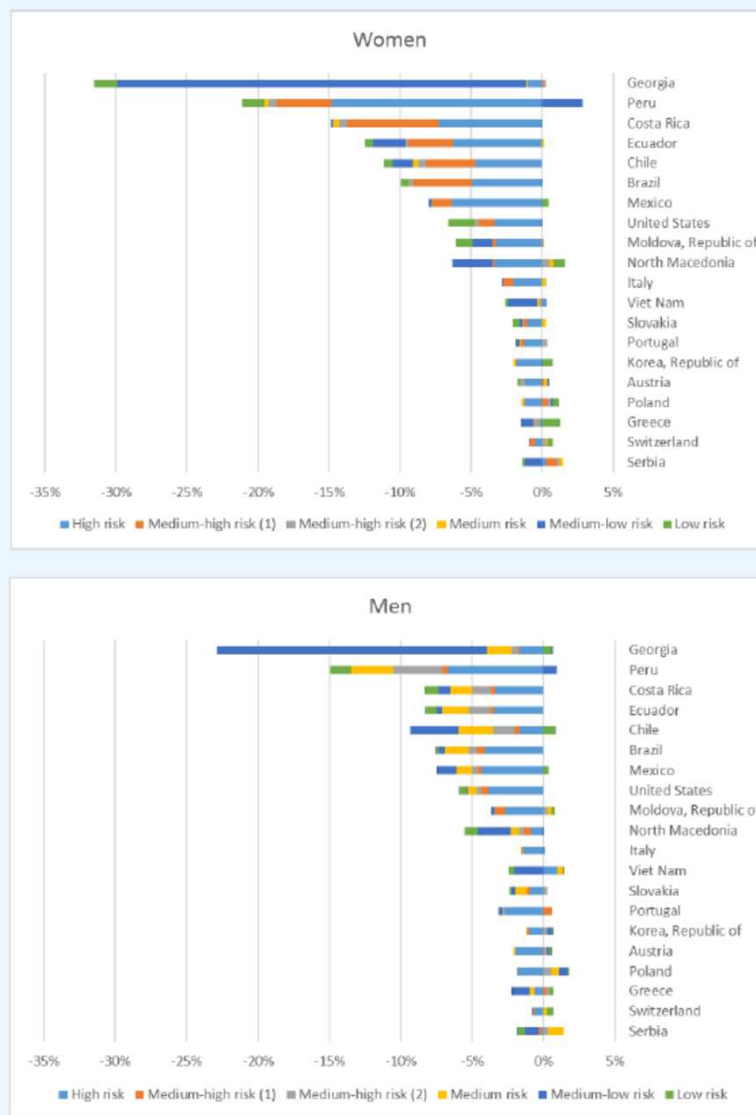
- Women's LFP globally went from 47.8 per cent in 2019 to 46 per cent in 2020 (-1.8pp / -3.8 percent) while young women went from 41.2 per cent to 38.6 per cent (-2.6pp / -6.3 per cent).
- Men's LFP globally went from 73.3 per cent in 2019 to 71.3 per cent in 2020 (-2pp / -2.7 percent) while young men went from 63.1 per cent to 60.6 per cent (-2.5pp / -3.9 per cent).

Women's over-representation in sectors severely impacted by the crisis explains their greater employment losses (and job-retention policies matter)

Note: High risk sectors are: manufacturing (C); wholesale and retail trade; motor vehicle and motorcycle repair (G); accommodation and food services (I); real estate activities (L); professional, scientific and technical activities (M); and administrative and support services (N). Medium-high risk (1) sectors are: the arts, entertainment and recreation (R); other service activities (S); domestic activities for household employers; undifferentiated goods and services activities undertaken by households for own use (T). Medium-high risk (2) sectors are: transportation and storage (H) and information and communication (J). Medium risk sectors are: construction (F); financial and insurance activities (K); and mining and quarrying (B). Medium-low risk sectors are: agriculture; and forestry and fishing (A). Low risk sectors are: electricity; and gas, steam and air-conditioning supply (D); water supply; sewerage, waste management and remediation activities (E); public administration and defence; compulsory social security (O); education (P); and human health and social work activities (Q).

Advancing social justice, promoting decent work

► Figure 2.1. Share of employment losses and gains by sector grouped according to risk of being impacted by the crisis, end of 2020, women and men



▶ Moving towards a gender-responsive recovery

- ▶ The ***Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient*** calls for:

Gender-responsive employment policies that address effectively the gender-specific effects of the COVID-19 crisis and support the creation of full and productive employment for women and men

- ▶ *Gender-responsive job creation strategies* (macroeconomic policies, sectoral policies, and employment programmes)
- ▶ *Gender-responsive responsive transition strategies* (active labour market policies and skills learning strategies and policies)

Promote appropriate public and private investments in the care sectors (health and education)

- ▶ Investments in the care economy have the potential to create quality jobs, particularly for women, boosting labour demand; increase resilience, and support women's attachment (or return) to the labour market
- ▶ The case for investments in care can be made on distributive, efficient and resilience grounds

