



Assessing the Gendered Employment Impacts of COVID-19

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Introduction

The gendered employment policy tool is a joint program by UN Women and International Labour Organisation (ILO). It seeks to provide analytical frameworks and data suggestions to assess the gender differentiated employment effects of the COVID-19 crisis. It consists of a checklist to help construct a map of the gendered structure of a given economy with emphasis on pre-existing gender inequalities in the labour market. Firstly, a gender employment assessment would help in identifying policies that would aid in improving working conditions in economic sectors where women already work in large numbers. Secondly, it would also promote greater inclusion of women workers in new sectors.



Key Highlights

- Women everywhere are bearing the brunt of this crisis because of the compound effect of many factors.
- The ILO recognises that employment outcomes depend on a wide array of factors and advocates for comprehensive employment policy frameworks.
- The framework can be used as a 'baseline' to assess how the COVID-19 crisis is impacting women's employment and working conditions relative to men.
- The ILO has developed a rapid diagnostics tool, which is organized around four main areas: i) overview of socio-economic situation; ii) labour market transmission mechanisms; iii) identifying workers most at risk and; iv) policy responses.
- New research must also capture various underrepresented stakeholder challenges.
- The tool identifies policy priorities as short term and long term responses.
- Short term responses include, i) improving safety and strengthening rights of essential workers, and other workers who are in work/returning to work; ii) continue job retention and income support schemes but in a more targeted way; iii) ensuring gender awareness in the design and implementation of active labour market policies; iv) providing adequate and affordable childcare and ensuring safe use of public transport.
- The longer term policy options include, i) continuing of significant fiscal support; ii) transforming structures of production to achieve decent work and gender equality objectives; iii) investing in Care; iv) disrupting traditional gendered patterns of work; v) harnessing technological advancements for decent work and gender equality.

Read more: https://www.ilo.org/employment/Whatwedo/Publications/WCMS_778847/lang--en/index.htm

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