



International
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Participation of women in the labour force – *building back better and fairer*

BRICS Labour & Employment Ministers Meeting

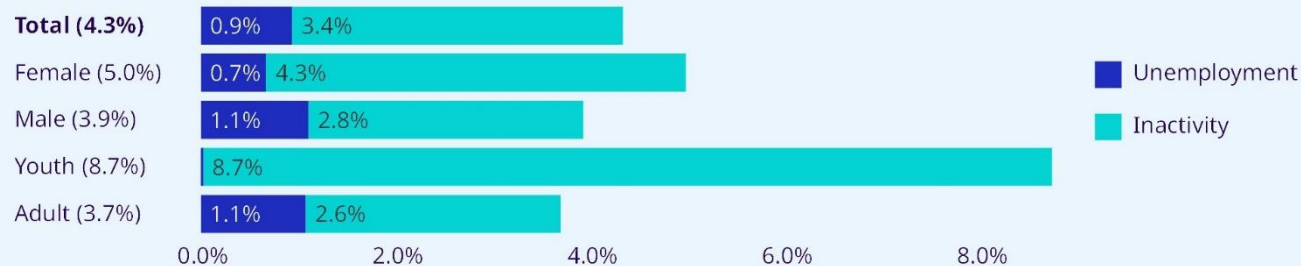
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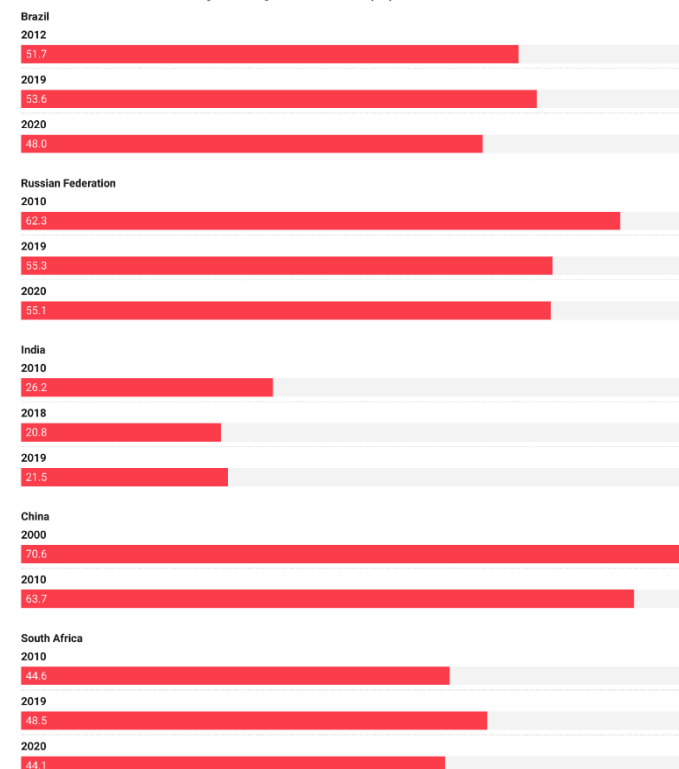
Women have been hit harder, and the pandemic has increased gender inequalities in the labour market



Note: The two bars in each row show the difference in, respectively, unemployment and inactivity (withdrawal from the labour force) in 2020 as a percentage of employment in the “no pandemic” scenario. The total of the bars in each case is the difference in employment compared to the “no pandemic” scenario. The percentages inside parentheses that appear after the names of the demographic groups indicate the employment loss for each particular group. Youth = aged 15–24 years; Adult = aged 25+ years.

Source: ILO estimates.

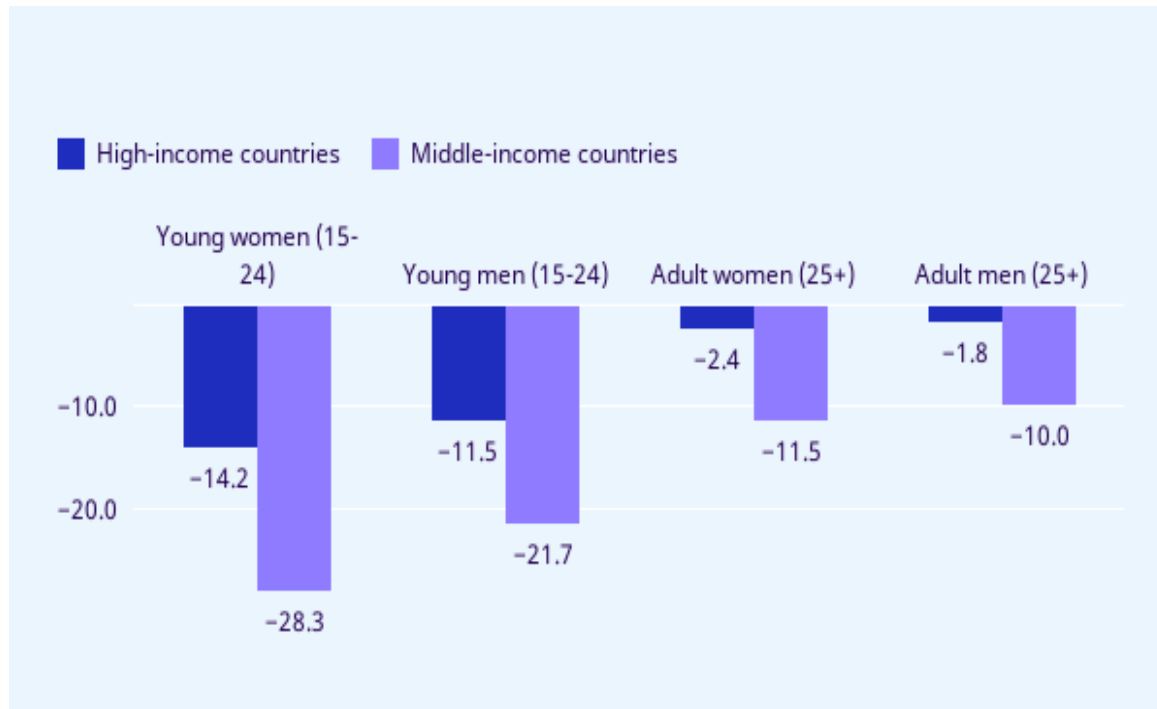
Female labour force participation rate (%) in the BRICS



Source: ILOSTAT

Young women's employment has declined more, especially in middle-income countries, risk of long-term scarring

Average (sample) change in employment, 2020Q2 (year-on-year) (%)



- **Sectoral segmentation:** overrepresented in hard-hit sectors such as food services, accommodation, retail, domestic work, labour-intensive manufacturing.
- **Lack of social protection:** More likely informal, temporary/casual; in MSMEs.
- **Risk of contagion:** frontline, 'essential' workers, in the health, education and care sectors.
- **Unpaid care work (disproportionate):** forcing them to cut down on paid working hours or to extend total working hours (paid and unpaid) to unsustainable levels.

Past crises offer some important insights – as governments and social partners in BRICS invest in a gender-inclusive recovery

- ▶ **Insight 1:** Gender is a rationing mechanism when jobs are scarce during a crisis - so need to be vigilant.
- ▶ **Insight 2:** More unpaid care work during crisis - exacerbates traditional gender roles and works against care and income redistribution.
- ▶ **Insight 3:** Premature fiscal consolidation, public expenditure cuts have negative effects on women as workers and as beneficiaries of public services (such as care) affecting LM participation.
- ▶ **Insight 4:** Women are left behind in recovery policies.

Gender-responsive employment and social protection policies for promoting women's participation and gender equality in the labour market, in line the *Resolution concerning a global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient*

- ▶ **Monitoring women's employment** in the labour market – LFS, Time-use surveys.
- ▶ **Preventing further job/income loss and labour market exit by** extending social protection, employment retention benefits, strengthening public employment services/national career services, ALMPs such as labour intensive employment in public works, skills and entrepreneurship development to re-integrate women in the LM – *targeted and large scale*.
- ▶ **Investing in jobs and skills to create opportunities for decent jobs for women (and men) in the digital, green and other emerging economies** (macroeconomic, sectoral, skills policies).
- ▶ **Investing in care**, to promote resilience, create decent jobs, support workers with care responsibilities and to encourage re-distribution of unpaid care work between women and men.
- ▶ **Promoting legislation to curb discrimination** in the workplace and extending **social protection**
- ▶ **Addressing violence and harassment at work** (C 190), ensuring **pay equality**, to make the workplace more dignified and reassuring for women.

Thank you!