



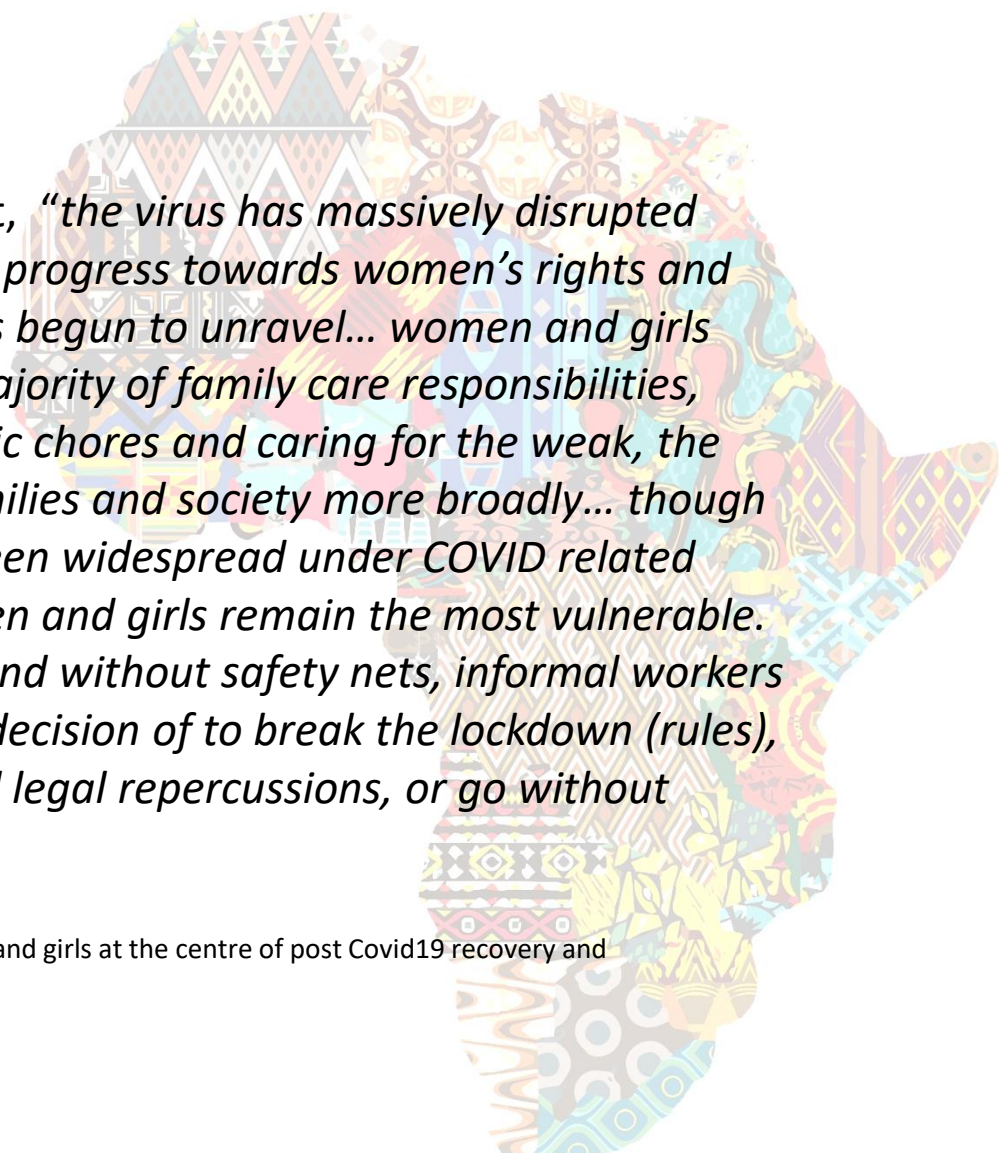
ILERA **AFRICA** 9th Regional Congress

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The Gender Dynamic – The Impact of COVID 19 on the Workplace and Beyond



Within the African continent, *“the virus has massively disrupted women’s lives as decades of progress towards women’s rights and gender equality in Africa has begun to unravel... women and girls traditionally shoulder the majority of family care responsibilities, including child care, domestic chores and caring for the weak, the sick and the frail in their families and society more broadly... though job and wage losses have been widespread under COVID related economic restrictions, women and girls remain the most vulnerable. Under lockdown measures and without safety nets, informal workers have had to face the tough decision of to break the lockdown (rules), risking both their health and legal repercussions, or go without income.”*

Invisible lives, missing voices: Putting women and girls at the centre of post Covid19 recovery and reconstruction, Parsitau, DS, 28 January 2021

The Workplace and Pre-existing Inequalities

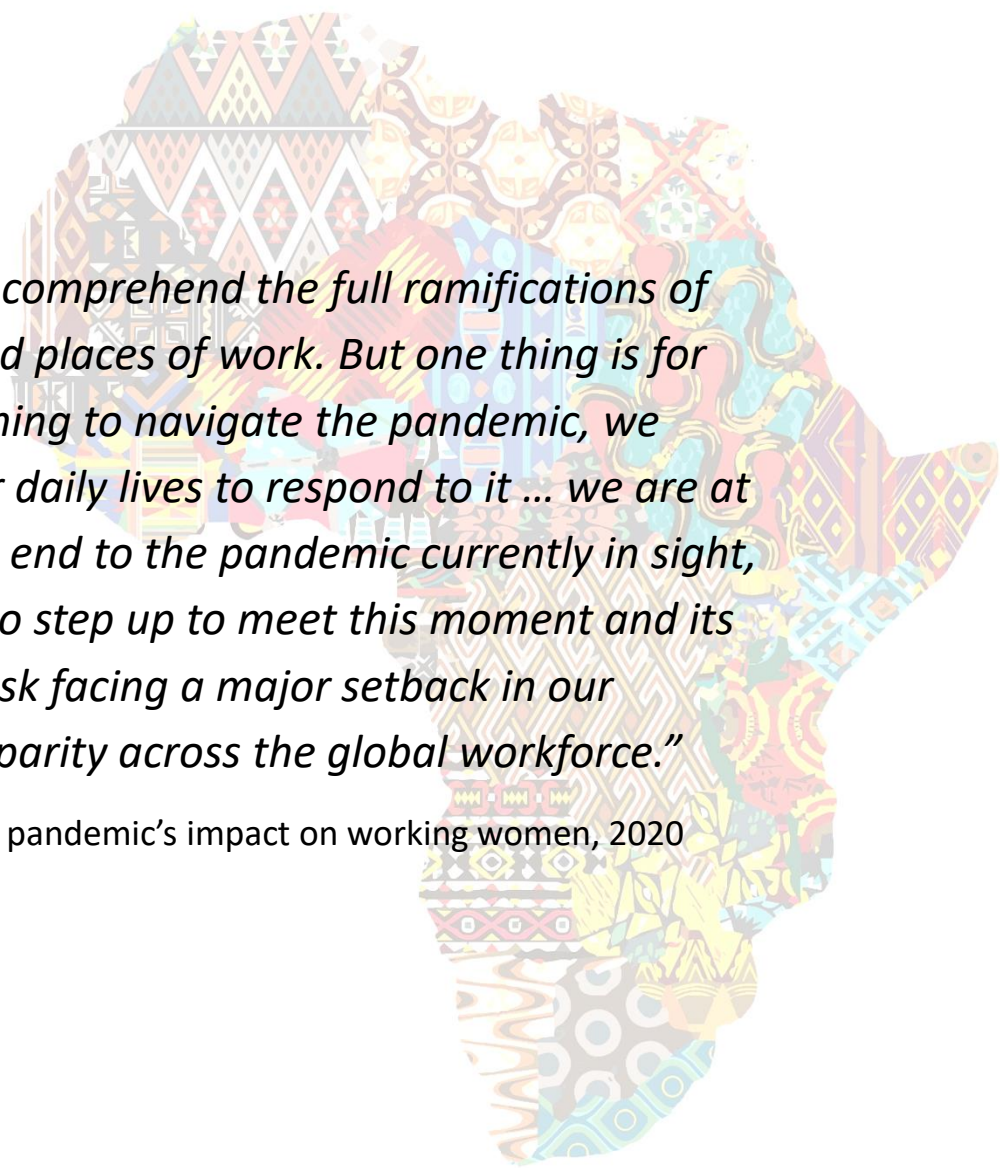




“Gender equality and women’s empowerment is a prime focus in the South African workforce, yet the gender gap is still immense. Statistics South Africa (Stats SA) estimates that in 2019 the mid-year population was at 58.78 million with approximately 51% (approximately 30 million) of the population being female.”

Women disrupting the South African workplace, 2009

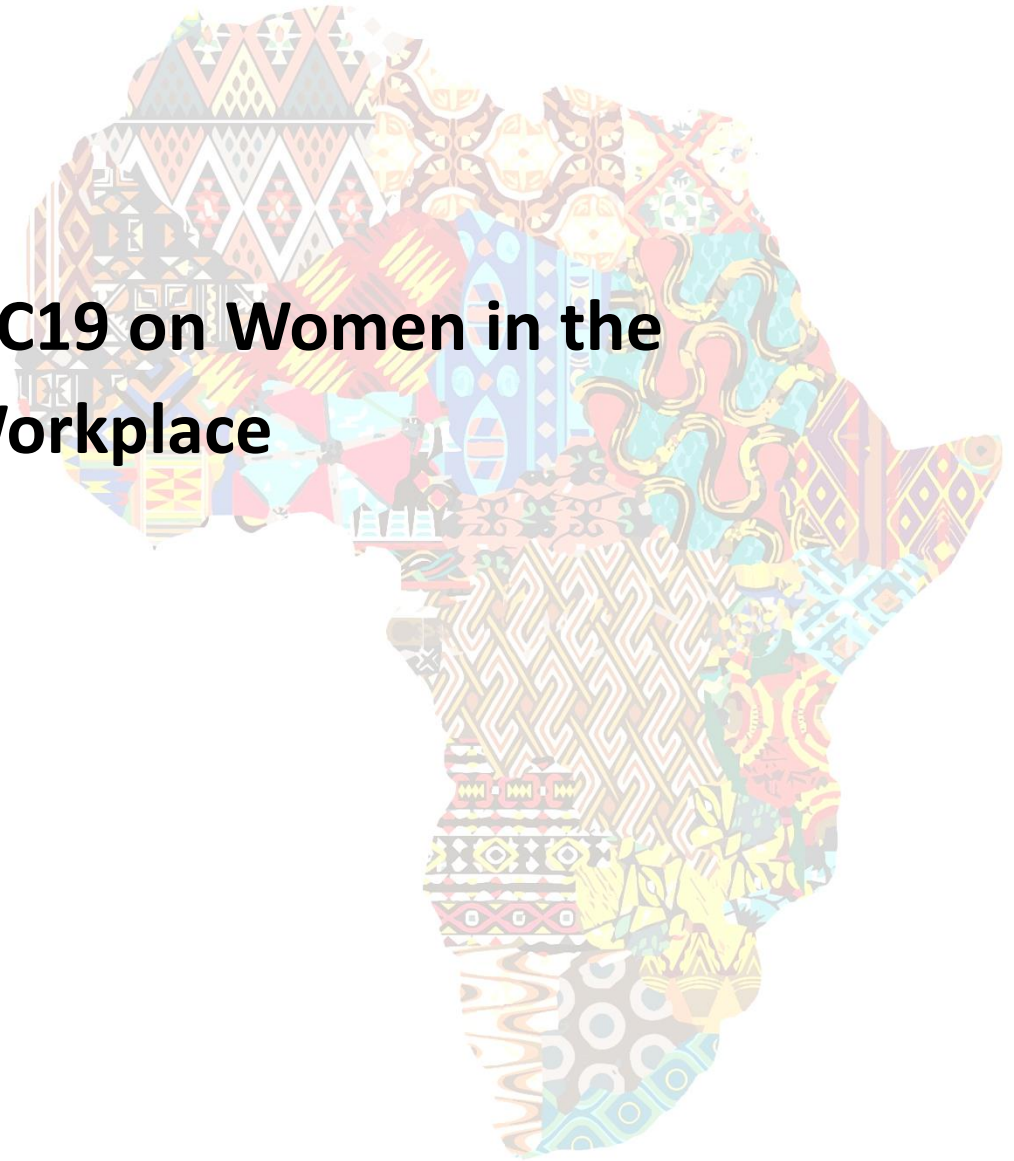


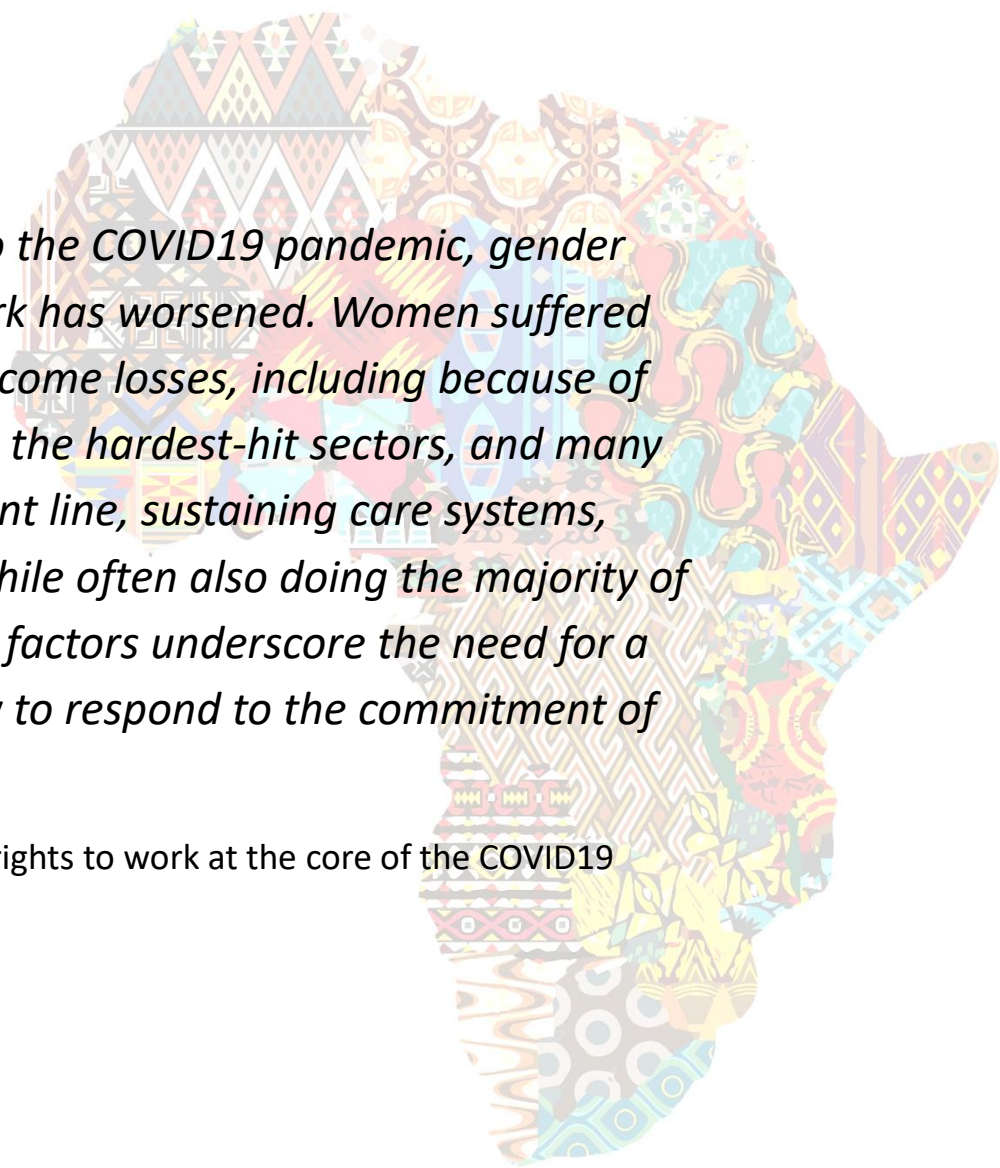


“It may be years before we comprehend the full ramifications of COVID-19 on our society and places of work. But one thing is for sure: while we are still learning to navigate the pandemic, we have each had to adapt our daily lives to respond to it ... we are at an inflection point. With no end to the pandemic currently in sight, it is vital for organizations to step up to meet this moment and its specific challenges, or we risk facing a major setback in our pursuit of reaching gender parity across the global workforce.”

Deloitte Global, Understanding the pandemic's impact on working women, 2020

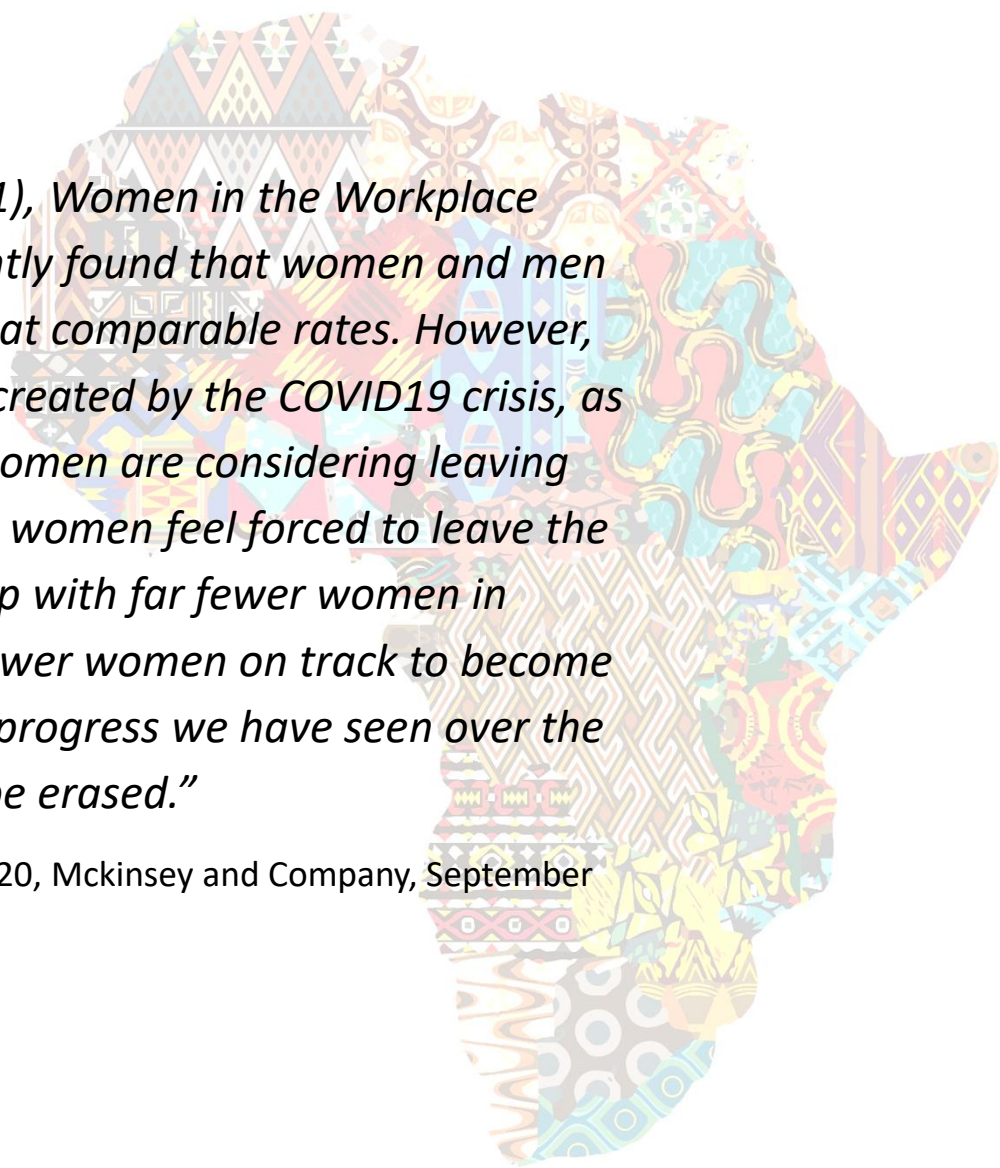
The Impact of C19 on Women in the Workplace





“Over a year and a half into the COVID19 pandemic, gender equality in the world of work has worsened. Women suffered disproportionate job and income losses, including because of their over representation in the hardest-hit sectors, and many continue to work on the front line, sustaining care systems, economies and societies, while often also doing the majority of unpaid care work. All these factors underscore the need for a gender-responsive recovery to respond to the commitment of building forward fairer”.

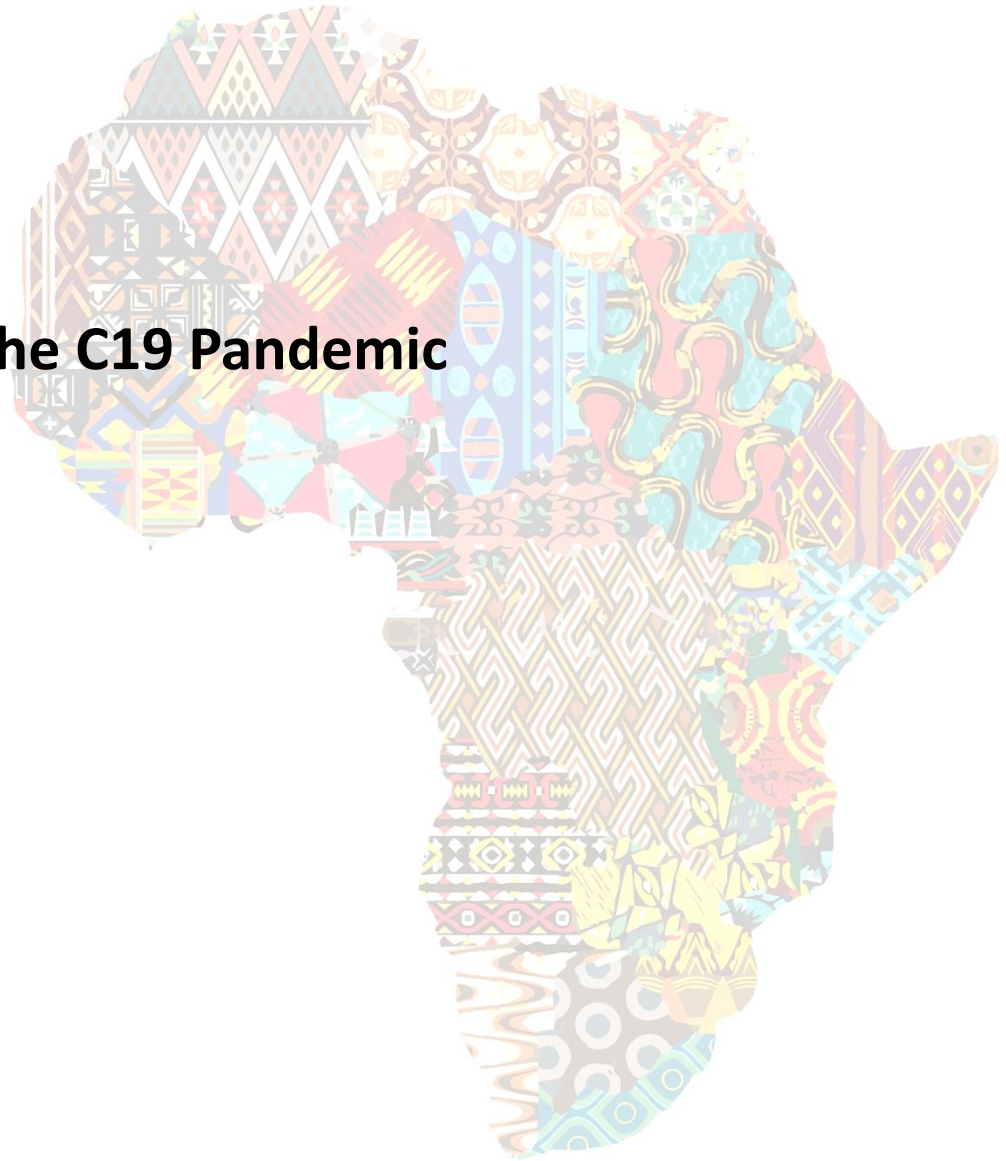
Building Forward Fairer: Women’s rights to work at the core of the COVID19 recovery, ILO, July 2021

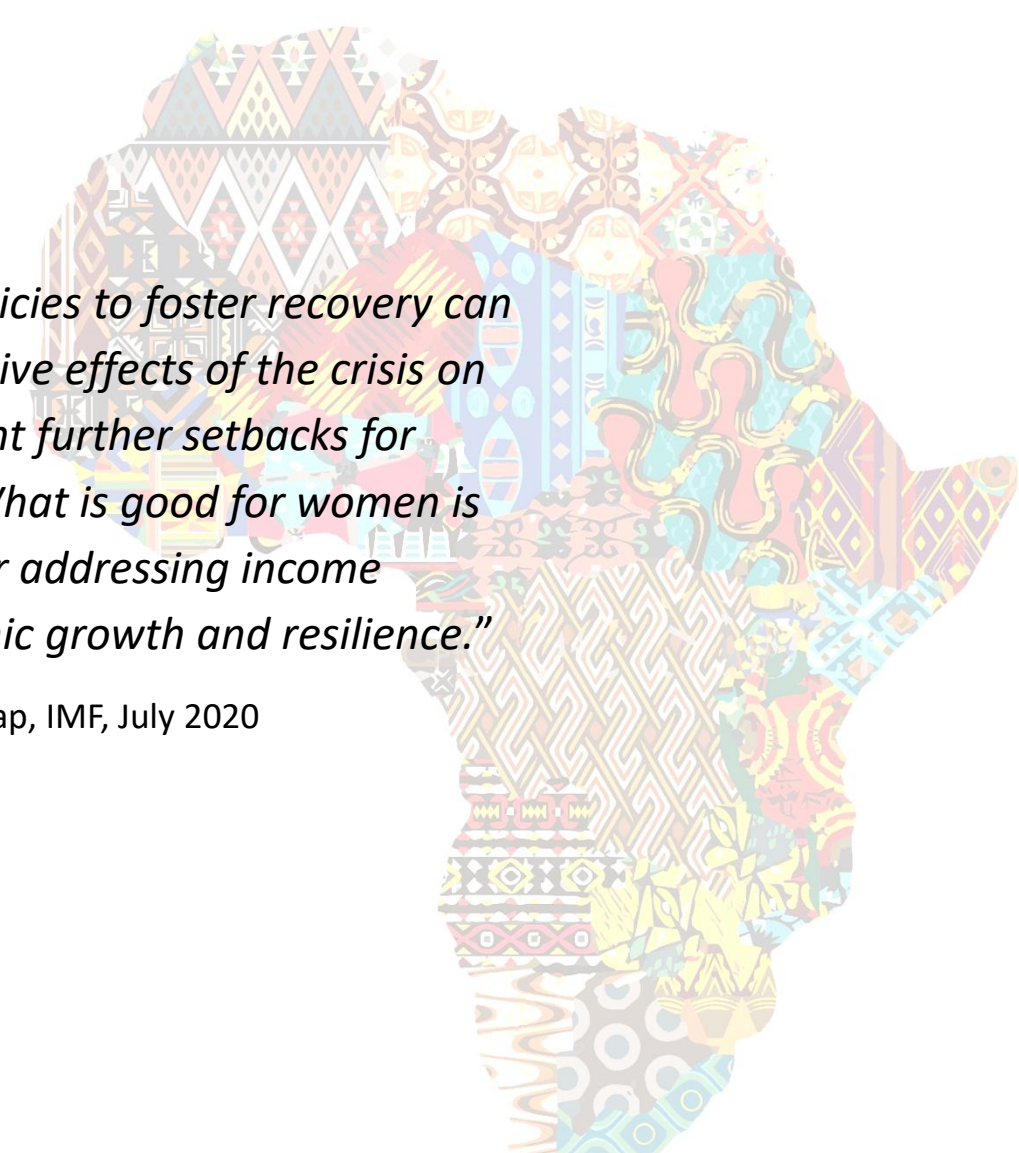


“Before this year (2021), Women in the Workplace research had consistently found that women and men leave their companies at comparable rates. However, due to the challenges created by the COVID19 crisis, as many as two million women are considering leaving the workforce. If these women feel forced to leave the workplace, we’ll end up with far fewer women in leadership – and far fewer women on track to become future leaders. All the progress we have seen over the past (six years) could be erased.”

Women in the Workplace 2020, Mckinsey and Company, September 2020

Beyond the C19 Pandemic





“Well designed policies to foster recovery can mitigate the negative effects of the crisis on women and prevent further setbacks for gender equality. What is good for women is ultimately good for addressing income inequality, economic growth and resilience.”

The COVID19 Gender Gap, IMF, July 2020

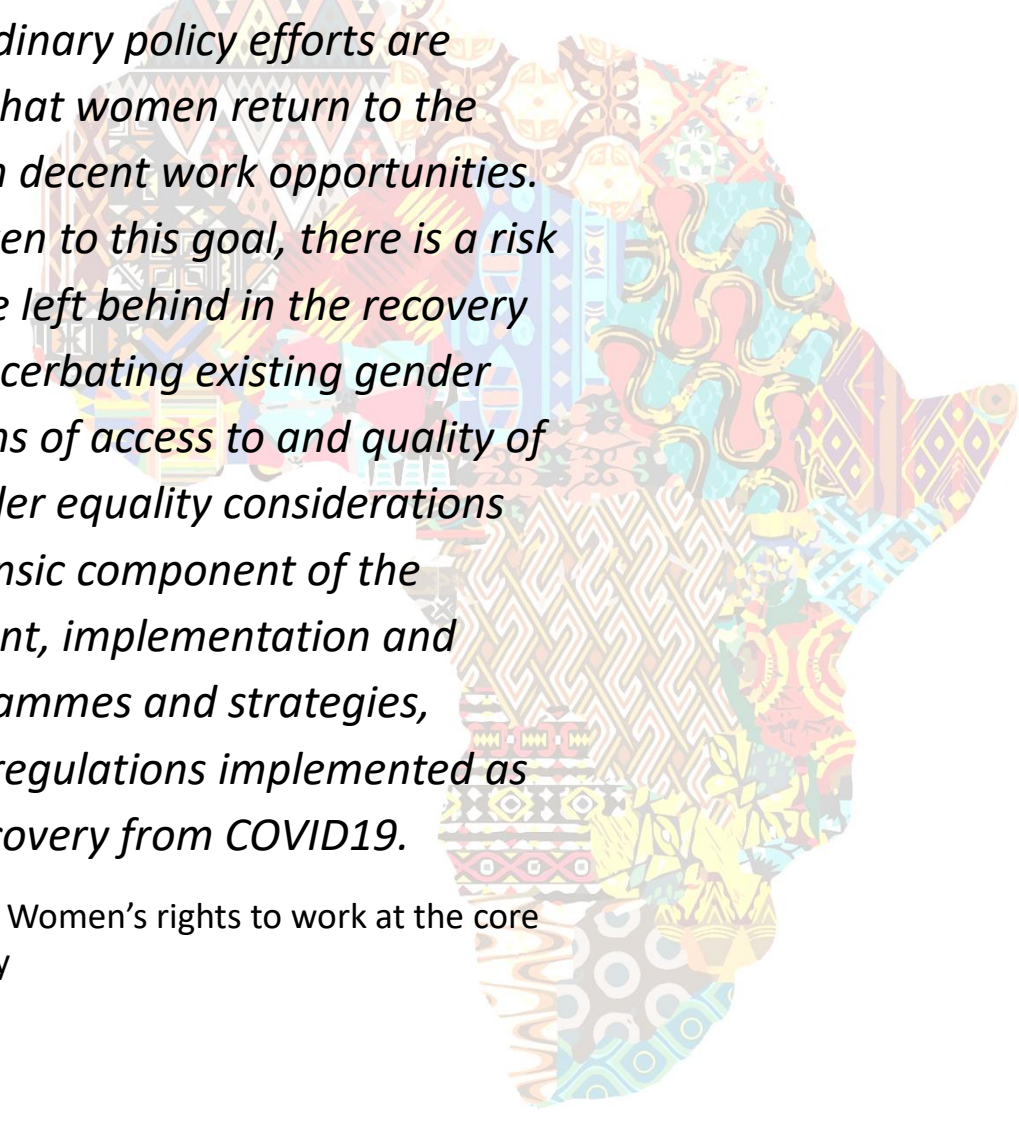
A Gendered Response





As a greater proportion of women's employment has been lost due to the COVID19 pandemic, extraordinary policy efforts are needed to ensure that women return to the labour market with decent work opportunities. If priority is not given to this goal, there is a risk that women will be left behind in the recovery efforts, further exacerbating existing gender inequalities in terms of access to and quality of employment. Gender equality considerations need to be an intrinsic component of the design, development, implementation and results of all programmes and strategies, policies, laws and regulations implemented as a response to a recovery from COVID19.

Building Forward Fairer: Women's rights to work at the core of the COVID19 recovery



Thank You

