

# **THE PANDEMIC CONSEQUENCES FOR WOMEN ON THE LABOUR MARKET**

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**NET POWER Project  
16 -18 June 2021, Bucharest - Romania**

## STATISTICS

- ❖ **The job crisis has particularly affected women: two-thirds of those who have become unemployed in the last year are women, and the number of unemployed women has risen by 50% due to the pandemic. (PNNR)**
- ❖ **At the same time, the number of unemployed men increased by 16%, according to a graph published by the Friedrich Ebert Stiftung Foundation.**
- ❖ **Women paid a higher cost of the COVID crisis than men. Eurostat statistics show that 84% of employees aged 15 to 64 in the services most affected by the pandemic - HoReCa and tourism, childcare, retail - are women.**

## GENDER STEREOTYPES

- ❖ Often company managers, regardless of size, in crisis times, when they feel the need to reduce activity and give up employees, they choose to keep persons they consider versatile and adaptable to perform multiple activities, not just those they he would have fulfilled in a normal period.
- ❖ **For example**, a salesperson will have to carry boxes, unload a truck and wash on the floor, because the store can no longer afford three different people for all these activities.
- ❖ Employers generally decide to keep men in such situations, because they are stereotyped as physically stronger and more adaptable. In addition, employers tend to keep people of the same gender as them, which again leads to a decrease in women's employment.

- ❖ **In 2020, redundancies were made in industries where many women worked, such as HoReCa.**
- ❖ **In addition, many women, who worked abroad, came back to increase the ranks of the unemployed women.**
- ❖ **The list is also completed by industries affected by the crisis such as trade, tourism, manufacturing: all are traditional employers for the female population, both for permanent and seasonal jobs.**

- ❖ **An area in which men work mainly, car / transport, went very well, no restructuring took place, and even new jobs were made even in the pandemic.**
- ❖ **In Romania, in activities in the field of human health, the share of women in front-line services was 80%, compared to 20% men. Also, women are more exposed to unemployment, being more involved in the informal economy and much more affected by inactivity in the labor market, due to responsibilities in home care.**

## **THE FAMILY REASON AND THE ROMANIAN TRADITIONALISM**

- ❖ Globally, research confirms that the pandemic has affected women and men unequally, either because women's jobs have disappeared or because they have chosen (voluntarily or out of necessity) to leave their jobs to take care of their families.**
- ❖ Anxiety and pressure were felt more strongly by women in the conditions of overwork and confusion between professional and personal time.**
- ❖ Related to all these aspects, the family reason - the one who says that traditional gender roles assign more (or all) responsibilities regarding the children to the mother / wife's role.**

**For example**, in a couple when the schools closed due to pandemic restrictions, childcare was disproportionately placed on the woman's shoulders. Often, this responsibility has led to the decision according to which the woman (or family, by mutual agreement) had to give up the job and to dedicate 100% to children.

## **GENDER PAY GAP**

- ❖ Romania is one of the European countries with the lowest wage differences between men and women, and discrimination based on sex at employment is quite isolated.**
- ❖ However, the gender pay gap may be a factor in the high number of unemployed women, especially in couples with higher education and postmodern values.**
- ❖ Because women are generally paid less for the same work, sometimes, it makes economic sense, for the family, that the low-income person to stay home if someone has to. It would be a rational response to an irrational and discriminatory structure of the labor market.**

## **HOPES FOR THE FUTURE**

- ❖ HoReCa filed - in May, 10% of the total number of jobs on eJobs.ro were posted by HoReCa employers. In addition, new jobs are appearing in the entire market, at a rate similar to the one we knew in 2018-2019 - 33,000 new jobs, just last month.**
- ❖ Compared to last year, at this time, most sectors have returned to a normal employment rate, and opportunities are divided equally between women and men. "If I were to call a disadvantaged category, I would rather say that it is about the segment of candidates who are over 45-50 years old, not women.**

- ❖ **From a sociological point of view, there is the possibility of a single complication, namely the return from the crisis by adopting several technological automation solutions.**
- ❖ **In the previous economic crisis, the recovery was manifested by the introduction of many such solutions, which greatly reduced employment among those with secondary or lower education and routine professional tasks.**
- ❖ **At first sight, in Romania, such a wave of technological automation would rather disadvantage men with precarious education.**