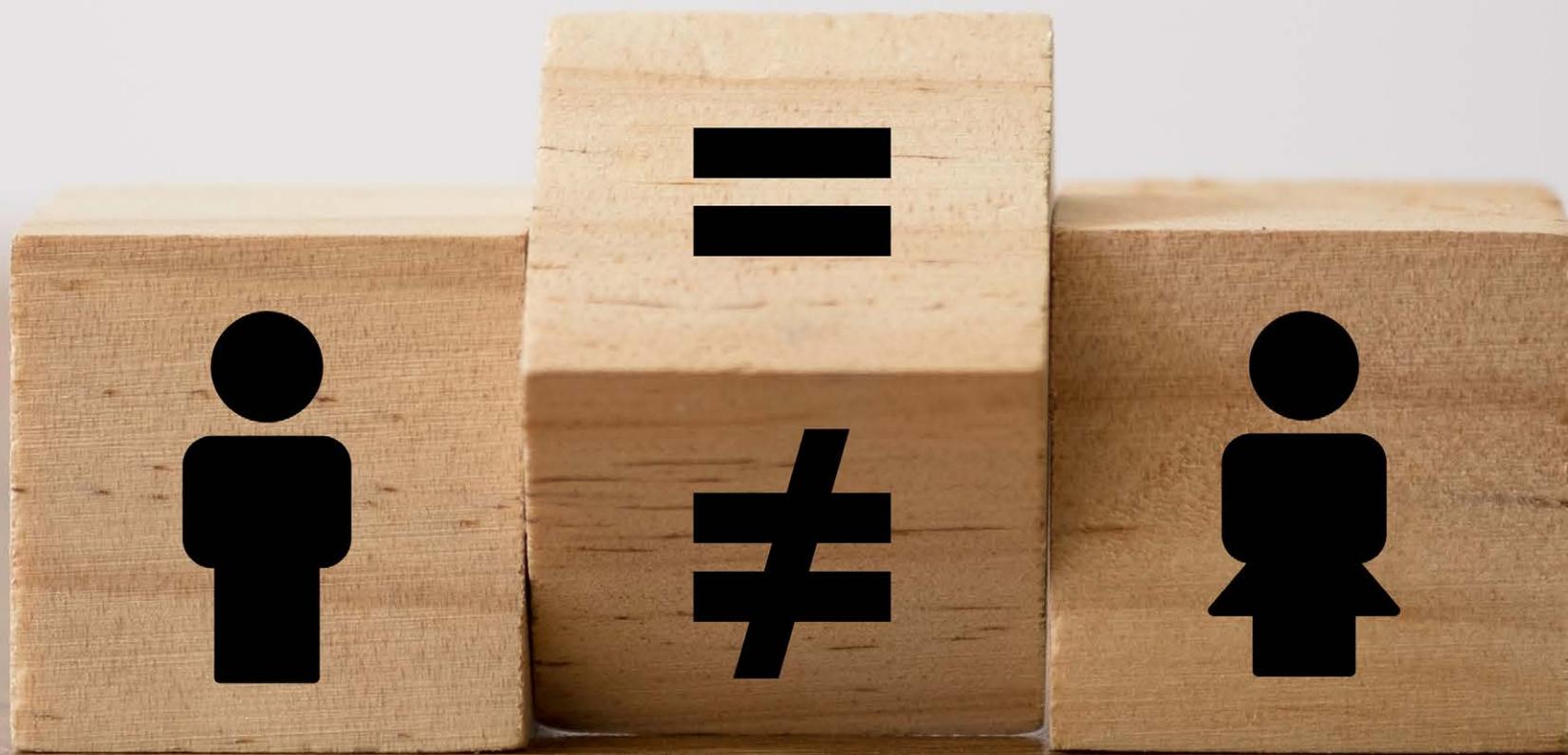


Building a Gender-equal and Inclusive Society for Overcoming the COVID-19 Crisis



The prolonged COVID-19 pandemic is exposing the blind spots of gender equality that our society has yet to resolve.

We are especially facing a **gender equality crisis at the labor market and at home.**

Crisis in women's labor in the era of COVID-19

[Existing crisis]

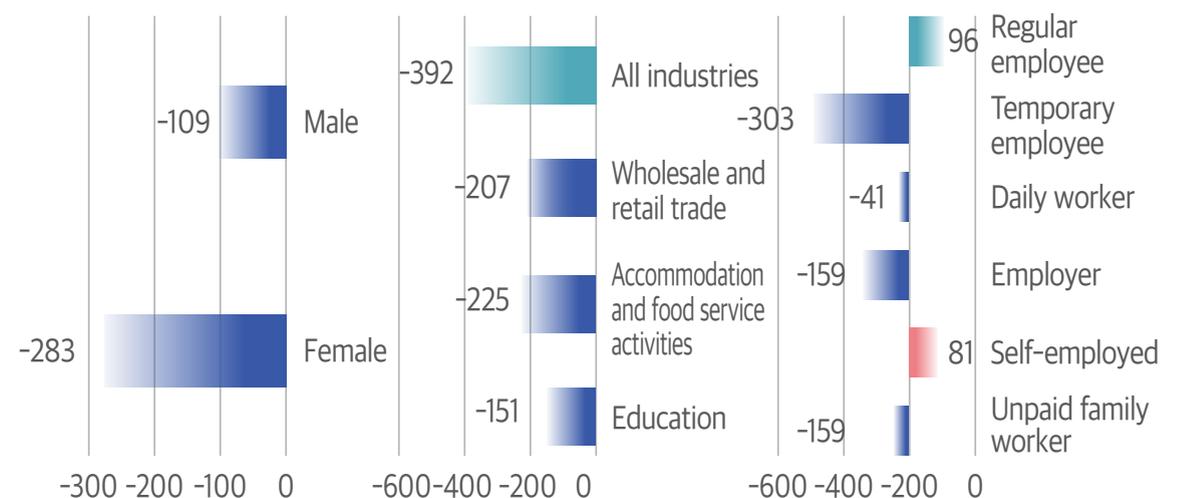
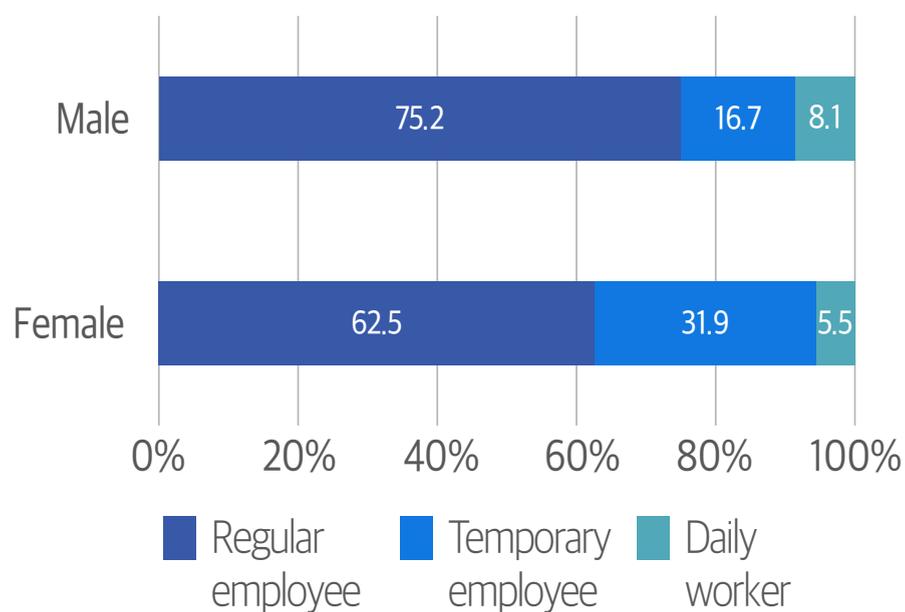
[COVID-19 crisis]

Proportion of wage workers by gender and work status

Changes in the number of employees by gender, key industry, and work status relative to the same month of the previous year (September 2020)

(Unit; %)

(Unit: 1,000 people)



Source: Statistics Korea (2019), Economically Active Population Survey
<Proportion of wage workers by gender and work status>

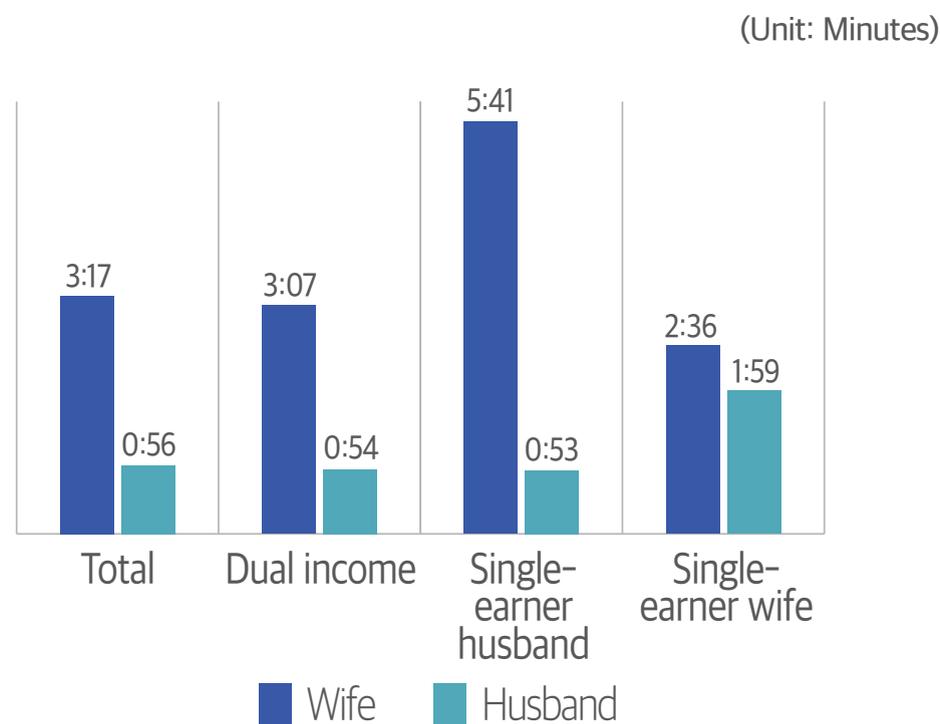
Source: Statistics Korea (September, 2020), Economically Active Population Survey

Even before the COVID-19 crisis, female workers were less likely to be regular employees and much more likely to be temporary employees than male workers in the labor market.

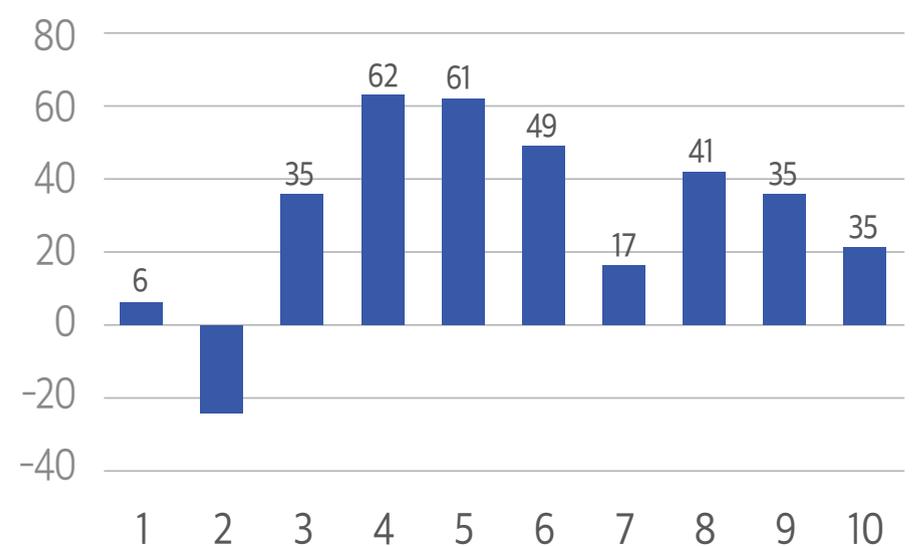
The job crisis became more significant for women as the job losses during the COVID-19 pandemic emerged mainly from temporary employment as well as face-to-face contact jobs where women were more likely to engage in.

Re-familialization of care and increased burden on women

[Existing crisis]
Hours spent on housework and care by adult male and female per household



[COVID-19 crisis]
The number of married women in their 30s-40s who became economically inactive due to childcare - Changes compared to the same month of the previous year



Source: Statistics Korea (2019). Time Use Survey
Note: The figures represent averages for weekdays.

Source: Statistics Korea (2020). Economically Active Population Survey. <The number of married women in their 30s-40s who became economically inactive due to childcare - Changes compared to the same month of the previous year>

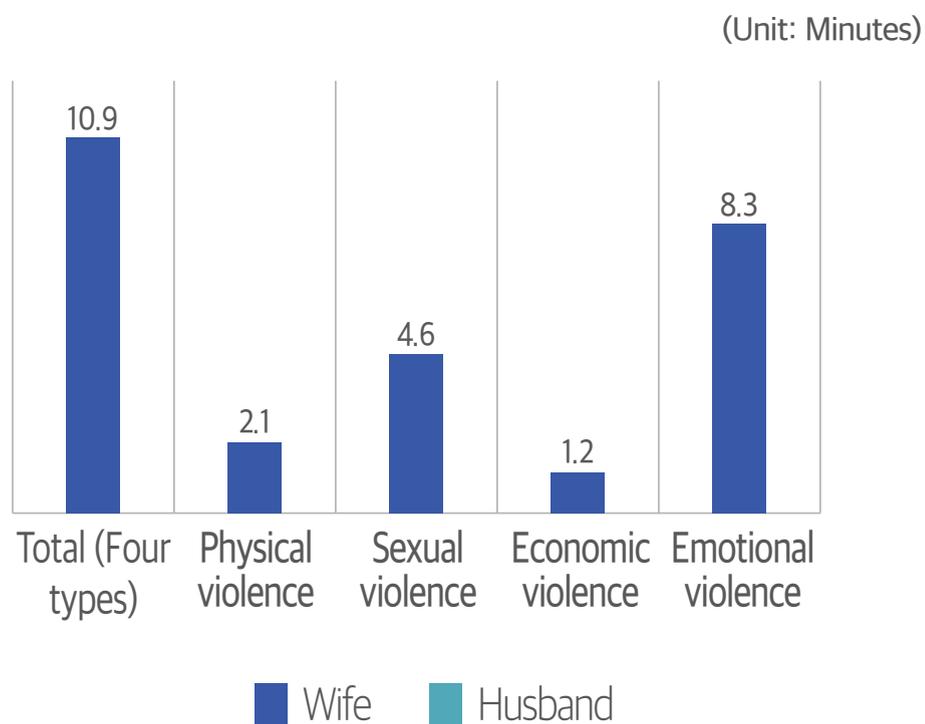
Even before the COVID-19 crisis, women were much more likely to bear the responsibility of unpaid housework and care work, as wives spent about 3.5 times more minutes engaging in unpaid care work compared to husbands.

The pause and reduction of public care service during the COVID-19 crisis increased the burden of care for married women, and this may unfortunately lead to their career interruption.

Domestic violence - The dark shadow of COVID-19

[Existing crisis]

Married women who were assaulted by her spouse in the past year



Source: Ministry of Gender Equality and Family (December 2019), The Domestic Violence Survey in 2019

Even before the COVID-19 crisis, 10.9% of women experienced domestic violence from their spouse within the past year, but the reporting rate is extremely low compared to the incidence of domestic violence.

[COVID-19 crisis]



Source: UN WOMEN (July 21, 2021), The Shadow Pandemic: Violence against Women during COVID-19

As the social distancing increases the density within families, the lockdown measure may subtly spread hidden domestic violence.

We should be concerned with not just returning to the pre-COVID-19 world, but making **fundamental improvements in our society's gender inequality structure.**

<Gender-sensitive evaluation of the COVID-19 response policies>

Lack of quality improvement or expansion policies for face-to-face jobs for women including care work, etc.

&

Delays in identifying the current gaps in care and preparing appropriate countermeasures for the era of COVID-19

&

Lack of consideration for prevention of and support for violence against women that take account of the outbreak of infectious diseases

The COVID-19 response policies need to incorporate gender equality perspectives.

Efforts to alleviate gender inequality are needed to overcome the infectious disease crisis.

Labor

- Prepare measures to support the incomes of workers placed in the blind spots of employment insurance when the distancing level is raised.
- Build measures to support the job search and employment of female workers in the key face-to-face industries.

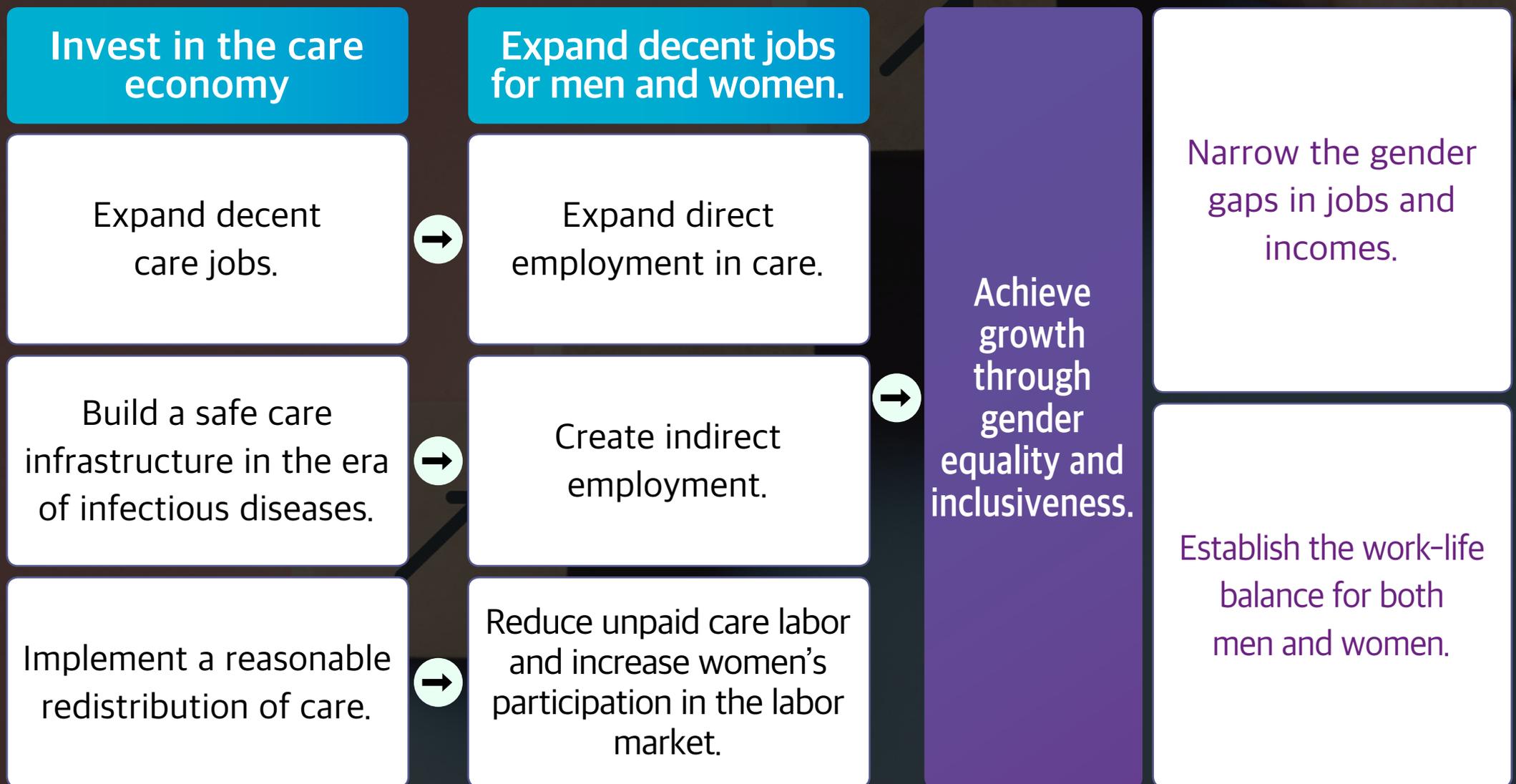
Care

- Continue the operation of safe public care by reinforcing quarantine measures for each type of care receivers and services.
- Make prompt payments on quarantine supplies for care workers and support the personnel and budget for the quarantine measures.

Violence against women

- Designate support projects for the victims as an essential service, and operate them safely in times of disaster.
- Strengthen the promotion of preventive campaigns and victim support projects that consider disaster situations.

We need to establish a virtuous cycle of gender equality and inclusive growth to close gender gaps in the labor market and facilitate the work-life balance.



The contents of this card news is partly based on 'Achieving Inclusive Growth by Overcoming Gender Inequality during COVID-19' presented by Mun Yoo-kyoung, President of the Korean Women's Development Institute, during the 123rd Gender Equality Policy Forum, which was held on December 16, 2020 under the theme of "COVID-19 and the Future of Gender Equality".

