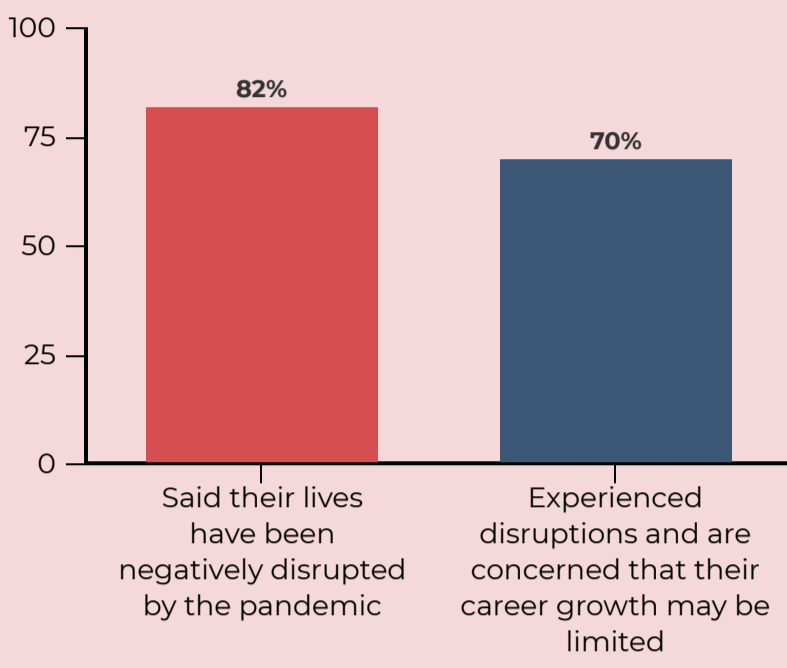


UNDERSTANDING THE IMPACT OF THE PANDEMIC ON WORKING WOMEN

Deloitte surveyed about 400 working women across nine countries to provide an insight into how the COVID 19 pandemic has impacted the life of working women worldwide.

The results of this survey are quite concerning and throw light on how the day-to-day lives of women have been hit hard due to additional workload. Women have no choice but to work longer hours because they are often juggling several duties like childcare, household chores and other caregiving responsibilities.

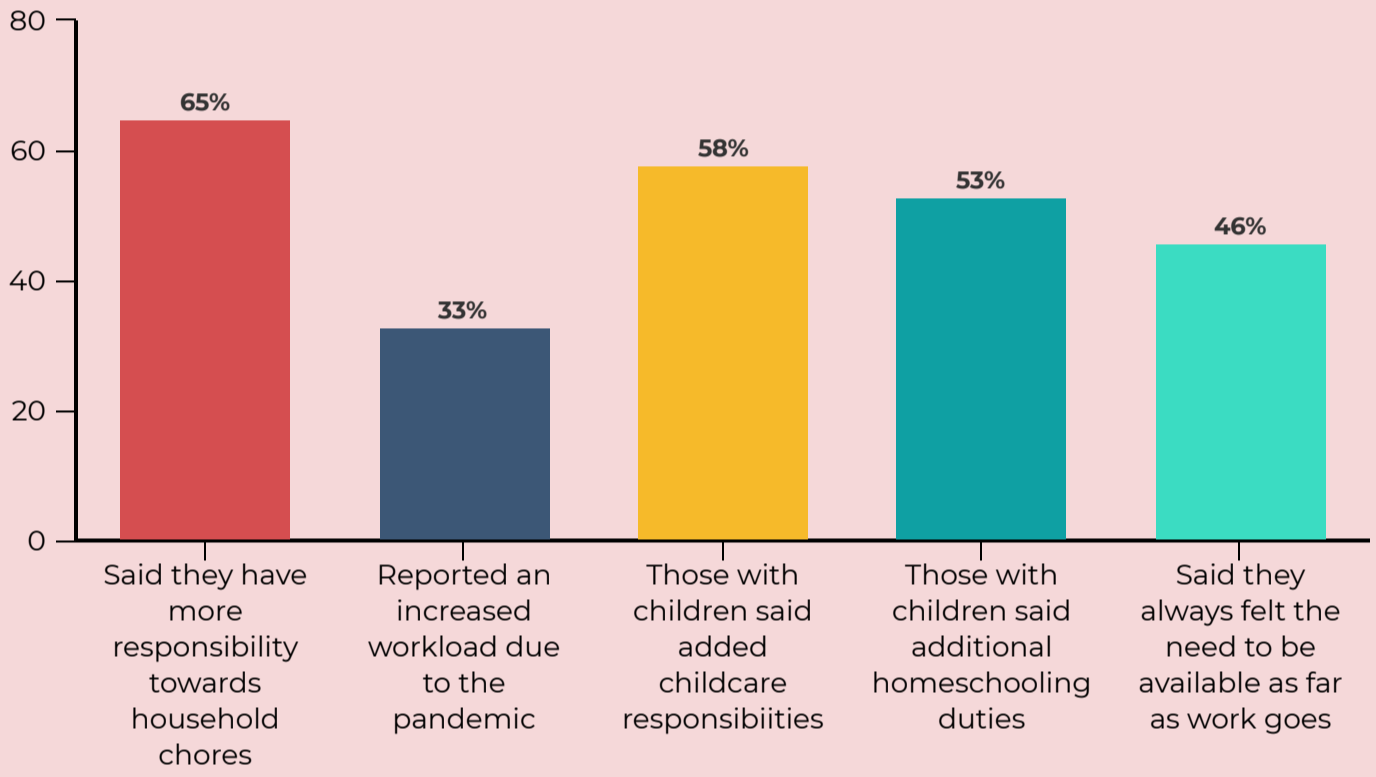


Out of the 400 women surveyed, nearly 82% said that the pandemic has had a negative impact on their lives and affected their physical and mental health.

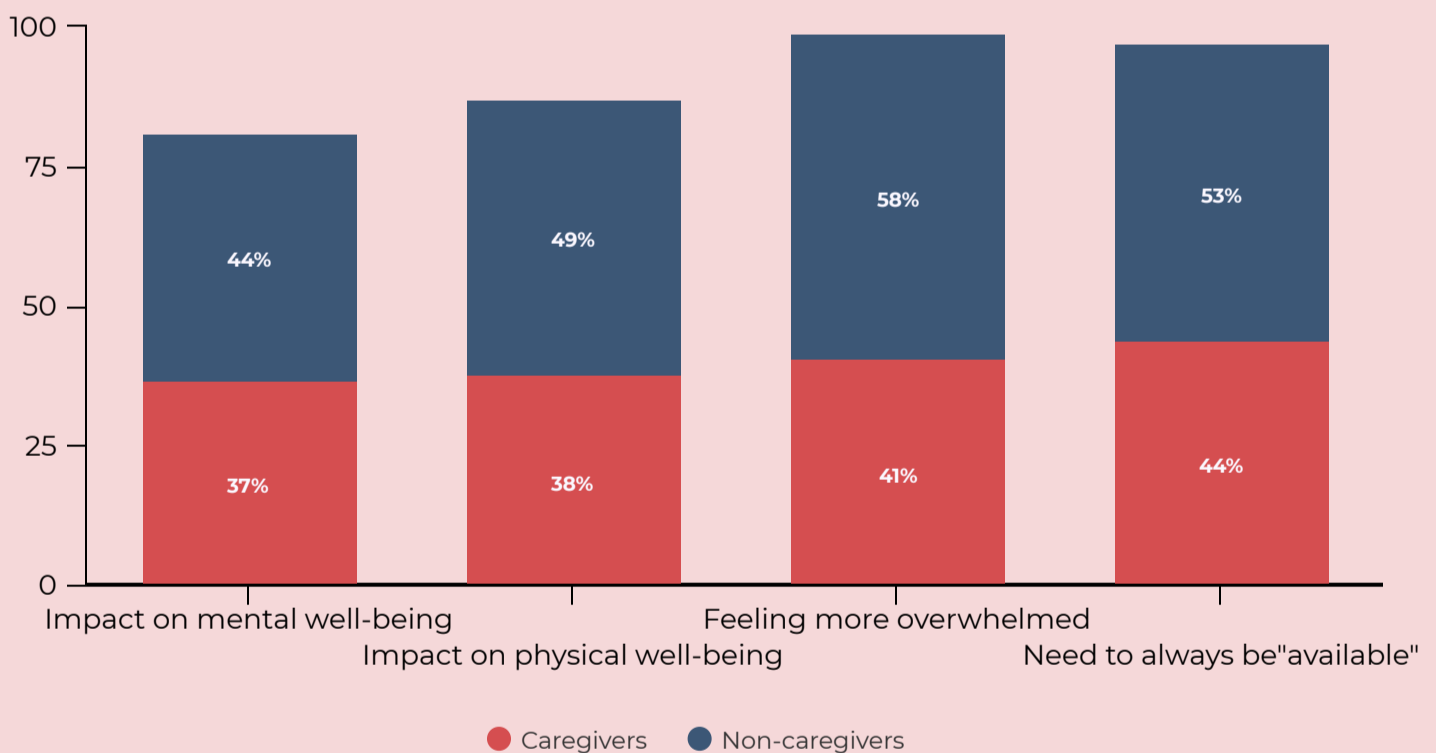
Nearly 70% have experienced disruptions at work that made them concerned about their career growth.

Lockdowns have led to both, men and women, working from home. Compared to just 1% previously, 37% women are now working from home full time.

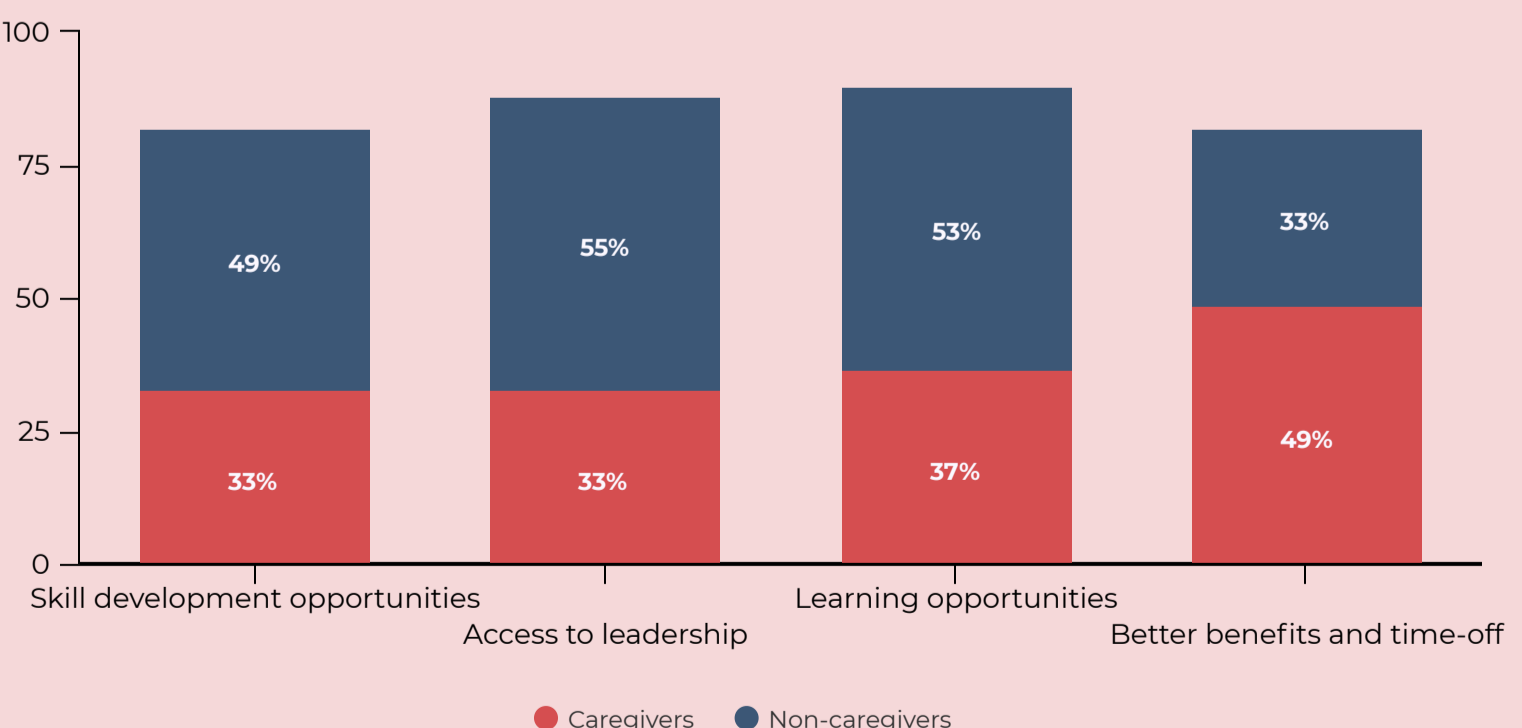
While everyone has been forced to bring about changes to their daily routines, women have been more severely impacted by the same. More than 90% of the women surveyed have cited a negative impact of the pandemic on their lives. Let's look at what some of the women have said about their responsibilities and duties during the pandemic:



The survey has revealed that women who do not have caregiving duties also felt added pressure in the form of always being available to take on additional work. This took a toll on their physical and mental well-being.



In addition to bringing the problems that women face in the current situation to light, the survey also tried to seek an identify solutions to them and ask women how they can continue to thrive and progress in their workplace. Let's look at what action plans women were hoping their organizations would take:



Since there is no certainty about when and how the pandemic will end, working from home is going to become widespread even once our lives return to normal. Here are some ways in which organizations can remove some of the career barriers that women face at work:

- Provide better benefits and flexible working options
- Lay emphasis on the values of diversity and inclusion
- Create more learning and development opportunities
- Promote a culture of networking and mentorship
- Ensure that rewards and recognition are not biased