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**48<sup>th</sup> Human Rights Council September – October 2021**  
**Half-day panel discussion on deepening inequalities exacerbated**  
**by the COVID-19 pandemic and their implications for the**  
**realization of human rights**

Last year in America we celebrated the 100 year anniversary of the 19th amendment which gave women the right to vote. These celebrations coincided with onset of the Covid-19 pandemic which has proven to be a major hindrance to the gains women have made in the workplace.

In USA , women earn 84 cents to every dollar that a man earns. This pandemic has put the inequalities that women suffer whilst being in the workforce under a microscope.

The burden of unpaid care is predominantly carried out by women which has caused them to leave the workforce more often than men. During the pandemic, with children at home from schools and daycares being shutdown, mothers more often took leave from work to attend to them.

Women also disproportionately makeup low income jobs and their nature of work often remains gender specific. As an occupation becomes more female-dominated, median wages decline. Instead of temporary assistance, governments need to focus on long term solutions and change.

Although women have become crucial players in the global economy, society and workplace policies have not developed enough to support this change. To create systemic change for women there needs to be understanding and acceptance that women play fundamental roles in both the workforce and in family life.

There needs to be a focus on affordable childcare services, better family leave options, ensuring adequate pay for gender specific jobs, and serious efforts to decrease the wage gap.