



Chapter 7

Effects of COVID-19 on family and gender in the labor market

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COVID-19 & Gender

Female and male roles during the
COVID-19 crisis



Outline

01

Leadership roles

02

She-cession?

03

Gender Equality



Leadership roles

Women's Leadership Roles
during the COVID-19 Crisis

BBC
NEWS

ไทย



BBC.COM

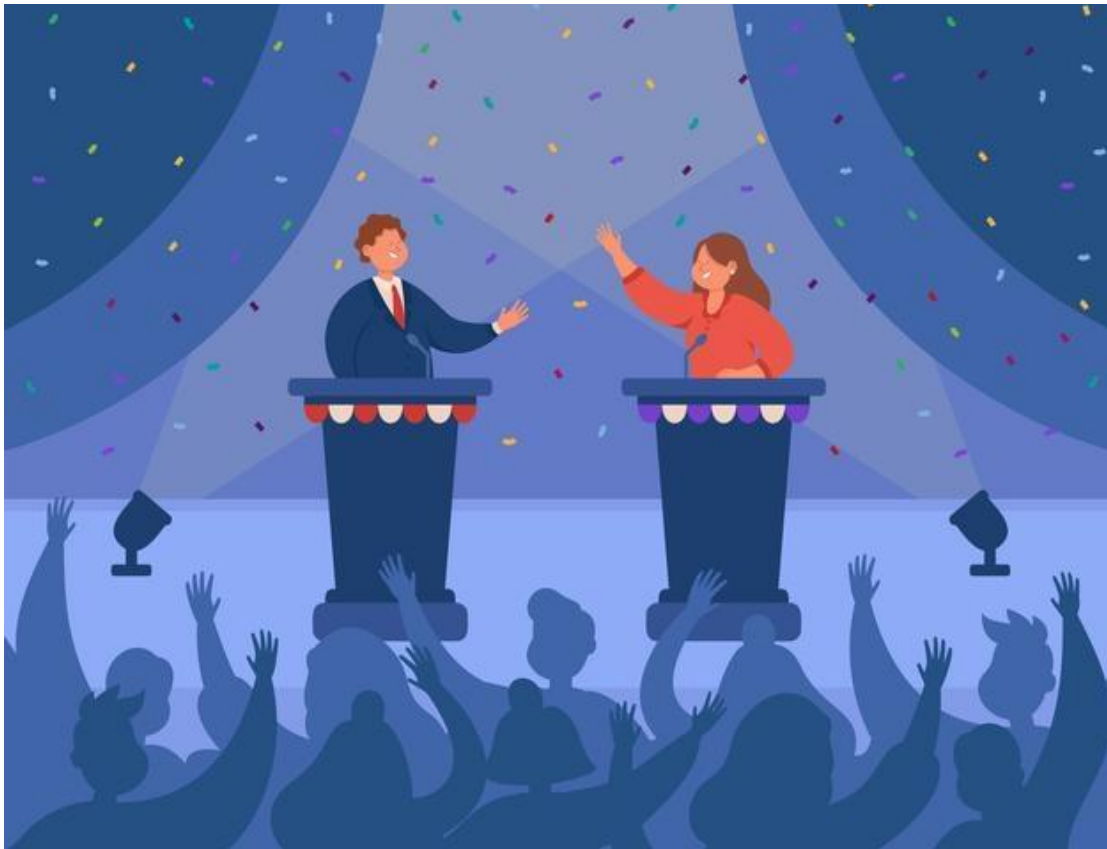
Why do nations with female leaders respond better to COVID-19?

Source – BBC (<https://bbc.in/3d8kArL>)

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Article

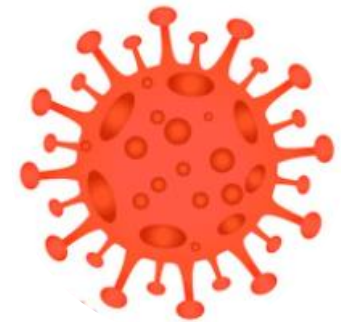
- Do female country leaders really handle the coronavirus pandemic better than male leaders? ?



Pablo Uchoa

BBC world

22 April 2020



Source - https://www.bbc.com/thai/international-52367595?at_custom1=%5Bpost+type%5D&at_custom3=BBC+Thai&at_medium=custom7&at_custom2=facebook_page&at_custom4=E061BF3A-AE60-11EA-944D-19BEFCA12A29&at_campaign=64

Countries with female leaders in the fight against COVID-19

- Countries with female leaders, including New Zealand, Germany, Taiwan, and Norway, have fewer deaths from COVID-19.
 - They have been praised in terms of their attitude and measures announced to deal with the crisis.
- A Forbes article described them as "true leaders."
- While only 7% of the world's leaders are women, they have been the ones beating the COVID-19 crisis.

What factors render female leaders more successful in the fight against COVID-19?

Solve problems fast

- 🏡 Iceland's Prime Minister Kathryn Jacobsdottry enacted a policy of mass COVID-19 testing.
 - A gathering of 20 people has been banned since January 2020, although no cases have been found in the country yet.
- 🏡 Taiwan's President Tsai Ing-wen rapidly established an epidemic control center, stipulated measures to control and track people who were infected, and accelerated the production of protective equipment such as masks.
- 🏡 Jacinda Ardern, Prime Minister of New Zealand intended to stop the epidemic altogether, announcing lockdown measures when there were only six deaths in the country.

In addition to having a female leader, these countries have in common a developed economy.

- They have good welfare systems, and tend to have better health systems to deal with emergencies.

Diversity



⬢ The way women leaders operate in politics also plays a part.

⬢ Geeta Rao Gupta is currently Executive Director of the 3D Program for Girls and Women and Senior Fellow at the United Nations Foundation. She does not think women have a different management style than men.

However, women leaders make decisions that are more open to diversity.

⬢ This is unlike the decisions made by male leaders.

Masculinity in politics

- According to Rosie Campbell, director of the Global Institute for Women's Leadership at King's College, The University of London says, populist leaders tend to rely on “simple messages” to garner public support.
- Sometimes, male leaders choose to blame “external factors” for example, stating that the virus was brought in by foreigners rather than admitting it was their own mistake.
- Prof. Campbell said that women are less likely to have right-brained thinking.

“Overall, it has to do with a masculine, individual style of political play.”

Is the leader's gender a determining factor??

- 🏡 In some cases, a leader's gender is not a factor. One reason each country is dealing with COVID-19 differently is because of their different socio-political status and resources.
- 🏡 As a result, the male leaders in these countries do not meet the stereotype.
- 🏡 In South Korea, the way the President Moon Je-in handled the crisis helped his party win a landslide election on April 15, 2021.
- 🏡 Kyriakos Mitsotakis, Prime Minister of Greece has also been praised for managing the crisis well. There were relatively few deaths at 114 (as of April 2020) of a population of 11 million people.



Open talk (to the public)

Decisive countermeasures such as country lockdowns stalled the economic system. This decreased leaders' short-term political support is not what populist leaders want.

Some female leaders have won people's hearts by openly discussing the challenges faced by the nation.

The PM of Germany Angela Merkel quickly highlighted COVID-19 as a very serious threat.

- organized the testing, tracking, and quarantining of those infected, faster than any other country in Europe.

Better decisions

- Worldwide, 70% of health workers are women.
 - Only 10 of the 153 elected leaders of world's 153 countries had female members in the House of Representatives.
- Dr. Kita Rao Gupta, who also chairs the Bill and Melinda Gates Foundation's Women Lift Health program, called on more women to be elected as leaders, because it will improve the decision-making process.
- The social and economic impacts of COVID-19 on men and women differed.
 - There was more violence at home, more people became poor, and the gender income gap, which had been improving, increased.



She-cession

Women suffer most from Covid-19



Why is this crisis called She-cession

Why the New York Times is calling this downturn a 'shecession'

Nicole Lyn Pesce

Source - <https://www.marketwatch.com/story/the-new-york-times-is-calling-this-downturn-a-shecession-2020-05-11>

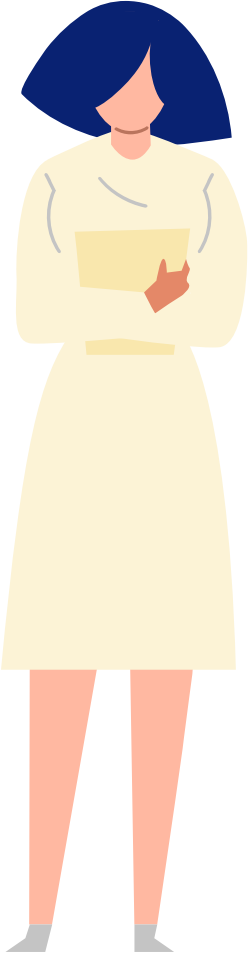
She-cession

- It was the first time since 1948 that women's unemployment rate was high.
- As reported by the New York Times.
 - April 2020, the crisis caused 20.5 million unemployed in the US from the epidemic
 - The most affected workers are women, especially women of color
- The country's unemployment rate is at least 14.7%.
- But classified by gender, The rate of women jumped to 15.5% in April, compared with 13% among men.
 - Black women at 16.4%

She-cession vs Man-cession

- 🏠 Bureau of Labor Statistics - More than half (55%) of women lost more than 20 million jobs.
- 🏠 Thus, the New York Times dubbed the economic downturn “shecession.”
- 🏠 In comparison The 2008 downturn was a “mancession”.
 - Men were employed 78% between the fourth quarter of 2007 and the first quarter of 2009, especially in the manufacturing and construction sectors.

She-cession



- Before the epidemic Women are more advanced in the labor market than men.
- As the only industries where women specialize, such as the service sector, are expanding; while the male-dominated industries, such as manufacturing, are shrinking.
- However, in just one month, The pandemic has affected women to a very high extent.

Gender equality in the labor market



The Economist

This time is different

Downturns tend to reduce gender inequality

Not under covid-19

Source - <https://www.economist.com/finance-and-economics/2020/06/04/downturns-tend-to-reduce-gender-inequality-not-under-covid-19>

Women's unemployment increased more than men.



Women face the economic volatility caused by the pandemic.

- US – While women accounted for less than half of the workforce, they accounted for 55% of jobs lost in April.
- United Kingdom - Mom is 1.5 times more likely to lose or quit her job than father during lockdown.

- Women tend to do service work that requires interaction with people such as hotels/shops – work cannot be done from home.
- Some women are out of work and some work less to look after their children.



Job loss and productivity impact on job advancement.

This crisis is different from the crises of the past.

Men tend to suffer worse consequences because most of the workers work in the manufacturing and construction sectors, which is likely to be severely affected

Matthias Doepke & Michele Tertilt's Study –

Estimates that three-quarters of all cyclical employment volatility in 1989-2014

Male workers losing their jobs and getting jobs.

- Female labor acts as a stabilizer.
- Employment in the service sector (high percentage of female workers) tend to be less volatile.
- Wife is more likely to start working or increase hours, when the husband loses his job.

Back to the future

United States, difference between unemployment rates for men and women
Percentage points



Nicholas Bloom & Robert Fletcher's Study

🏠 In this crisis, Industries that involve face-to-face interactions, such as hospitality suffered the most

🏠 In USA, healthcare and education sectors are also affected. Five times as many women lose their jobs as men.

- ❑ Women-run companies are also concentrated in the customer-facing sector.
- ❑ In the customer-facing area, small businesses owned by women have a greater impact than men.

European Union, female employees as % of total
Q4 2019



Sources: Bureau of Labour Statistics; National Bureau of Economic Research; Eurostat *Excludes motor vehicles

Abi Adams-Prassl's study

- Women in the UK are also 15% more likely to lose their jobs and 8% more likely to be temporarily laid off.
- Women with higher skills are less likely to lose their jobs than women with lower skills as they can work from home and take care of children.

IFS - Work-at-home moms are 50% more likely to be interrupted than fathers.

- Women with higher incomes can have a negative impact on wages and promotions.

Almudena Sevilla & Sarah Smith's study

- British families with young children spend 40 hours a week in supervising and tutoring.
 - Mothers take on most of the burden.

Claudia Goldin

- The gradual loosening of lockdowns could negatively affect women's careers.
 - When the workplace reopens, married couples must decide who returns to work and who cares for their children.
 - Low-income people -women at home.

This crisis is different from the crises of the past.



- 🏠 The pandemic has made it possible to work from home.
- 🏠 Previously, only 1 in 50 Americans worked full-time from home.
by April More than a third can do it.
- 🏠 It will mostly benefit university graduates who can work from home.
- 🏠 Women with low education and low-skilled work faced high impact

The Impact of COVID-19 on Gender Equality

The Impact of COVID-19 on Gender Equality

Titan M. Alon, Matthias Doepke, Jane Olmstead-Rumsey, Michèle Tertilt

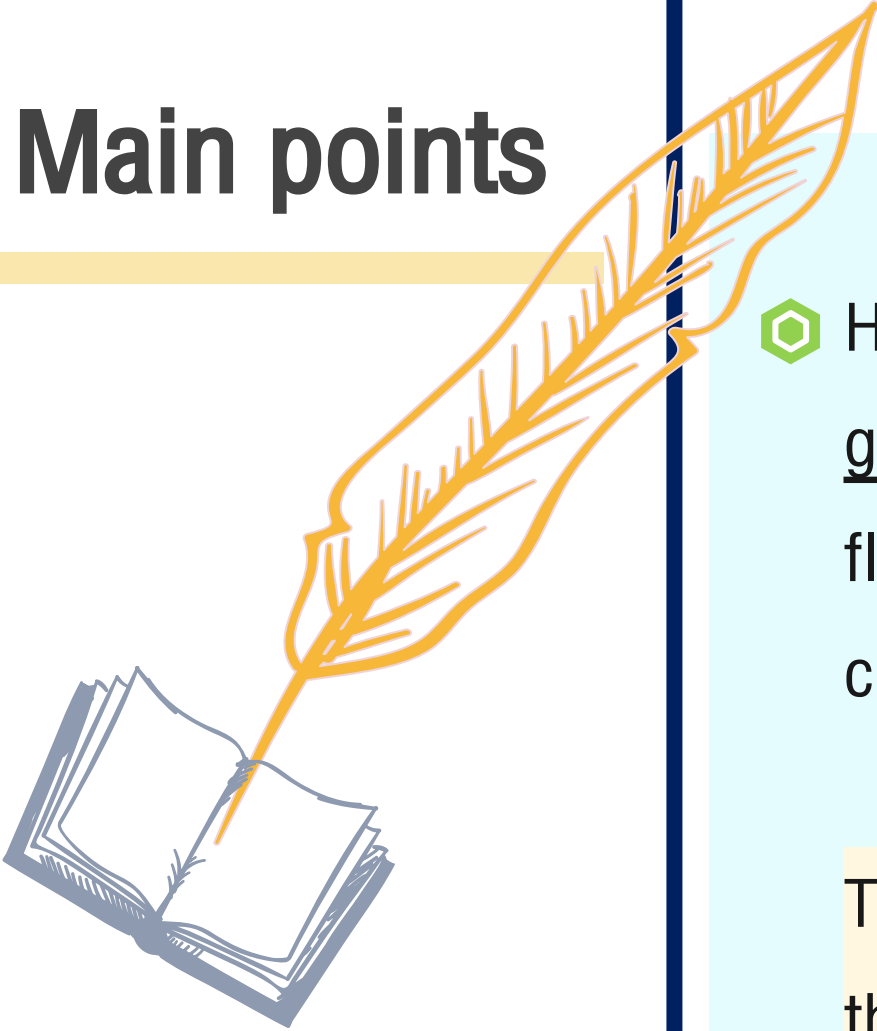
Source - <https://www.nber.org/papers/w26947.pdf>

Main points

- 🏠 The economic downturn caused by the COVID-19 outbreak has significantly impacted gender equality.
- 🏠 This is in comparison to “normal” economic crises, which have a greater impact on the employment of men.
- 🏠 Unemployment related to social distancing measures affects sectors with a high female employment rate.

In addition, the closure of schools and daycare centers greatly increased the need for childcare, significantly impacting working mothers.

Main points



- However, the crisis may also have promoted gender equality, as some businesses have flexible jobs and fathers could increase their childcare responsibilities.

This could undermine social norms leading to the distribution of household chores and childcare responsibilities.



Impact of COVID-19 on employment

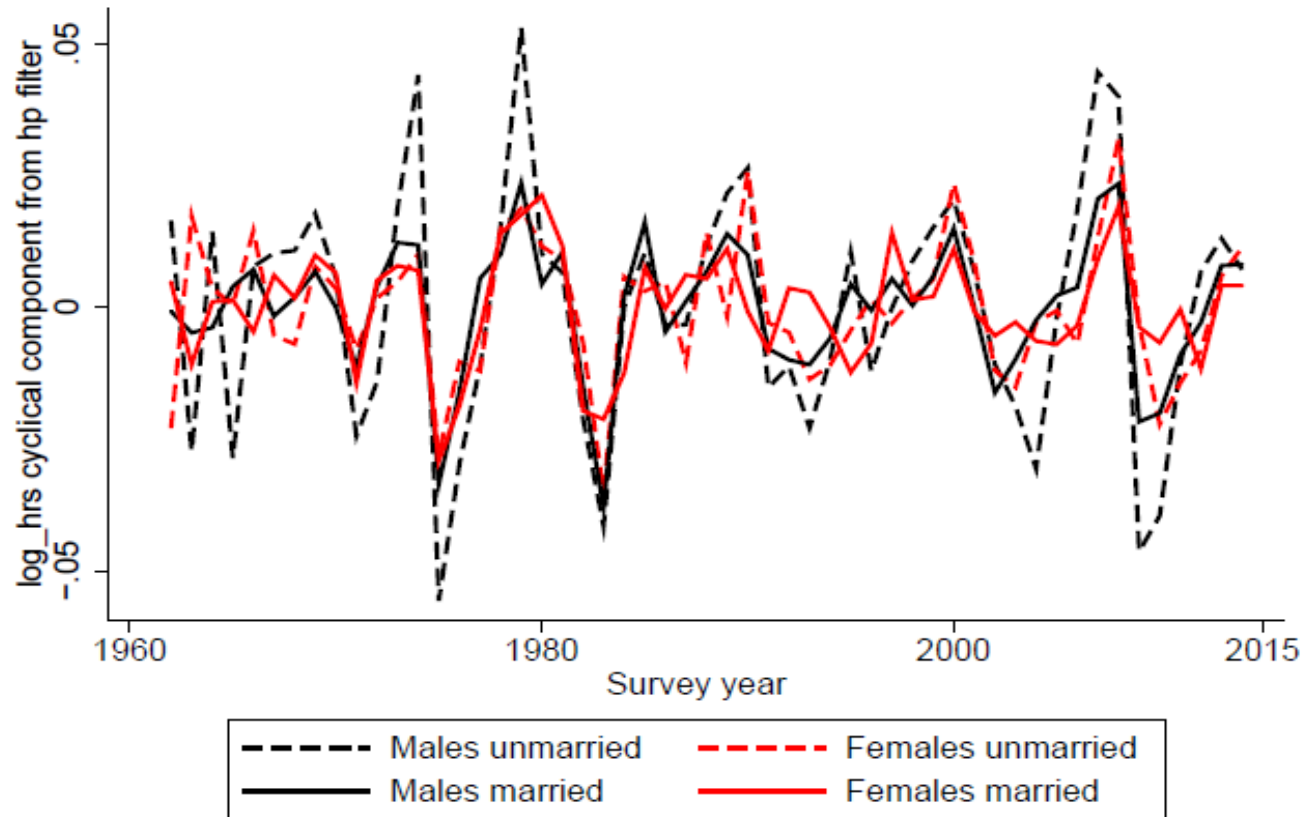
How does the impact of contraction in employment on female and male workers differ from that in previous economic downturns?

In a normal recession, gender differences are apparent.

- 🏠 In the Great Recession of 2008–2009, male employment was affected more than female employment.
- 🏠 Doepke and Tertilt (2016) summarize evidence of how women's and men's employment vary across business cycles.
- 🏠 Overall, the labor supply for women is less volatile than that of men.

Working hours cycle for groups from 1960–2015

Figure 1: Cyclical Component of Hours by Gender and Marital Status



Working hours for men are more volatile than that for women.
Married women experience the least fluctuation in working hours.

Why?

1) Women's employment may be less affected by economic crises because married women enter the labor market to compensate for their husband's unemployment.

2) Different components of employment for women and men:

- On average, males tend to be employed in highly cyclical sectors
- Majority of women are employed in sectors with relatively stable employment.

Gender differences in COVID-19



⬢ Differences in the impact of the COVID-19 crisis: In addition to employment in affected sectors, the impact depends on the nature of the work workers do in sectors that can use telecommuting.

⬢ For example, 28% of male workers and 22% of female workers are in occupations that enable telecommuting. Men are more readily adaptable to a changing work environment during a crisis than women.

How important is
telecommuting for male
and female workers?

Table 2: Labor Force Across “Critical” and “Telecommutable” Occupations.

Occupation	Able to TC	Effective Annual TC	Employed Men	Employed Women	Critical Occupation
Transportation and Material Moving	3%	1	10%	2%	✓
Food Preparation and Serving	4%	2	4%	6%	
Building and Grounds Cleaning and Maintenance	4%	4	4%	3%	
Production	4%	4	8%	3%	
Healthcare Support	8%	13	1%	4%	✓
Construction	10%	4	8%	0%	
Farming, Fishing, and Forestry	11%	1	1%	0%	✓
Installation, Maintenance, and Repair	11%	10	6%	0%	✓
Extraction	13%	1	0%	0%	
Personal Care and Service	13%	21	2%	6%	
Protective Service	14%	4	3%	1%	✓
Healthcare Practitioners and Technicians	16%	17	3%	10%	✓
Technicians	18%	3	0%	0%	
Office and Administrative Support	26%	24	7%	19%	
Sales and Related	33%	35	10%	10%	
Education, Training, and Library	37%	36	3%	10%	
Community and Social Services	46%	46	1%	2%	
Life, physical, and social science	54%	24	1%	1%	
Arts, Design, Entertainment, Sports, and Media	57%	45	2%	2%	
Management,business, science, and arts	63%	44	13%	9%	
Legal	64%	35	1%	1%	
Business operations specialists	66%	60	2%	3%	
Architecture and engineering	67%	36	3%	1%	
Financial specialists	68%	37	2%	3%	
Computer and Mathematical	78%	66	4%	2%	

Impact of COVID-19 on childcare needs



During the COVID-19 crisis, daycare centers and schools were closed, forcing children to stay at home with their parents who had to provide care and education.

- Parents raising their children together, the division of time spent on childcare is based on the amount of work and job flexibility of each parent in terms of working from home and caring for the children.

Family style plays a key role in this crisis.

- School closures affect families with children, especially single-parent families that had to deal with sudden and high demands for childcare (esp. single mom).

Impact of COVID-19 on childcare needs



The 15 million single mothers in the United States were most severely affected.

- It also affects the division of childcare responsibilities between spouses.



If both spouses work, one person usually assumes most of the primary childcare responsibilities.

- The increased need for childcare significantly impacts those providing primary care, mostly women.

Childcare responsibilities between spouses

Among married couples, who will bear the burden of providing the majority of care for the children because of school and nursery closures?

Table 5: Distribution of couples with children by employment status

Married Couples		Wives		
		Not Employed	Part-Time	Full-Time
Husbands	Not Employed	4%	1%	5%
	Part-Time	1%	1%	2%
	Full-Time	25%	15%	44%

In families with a traditional division of labor, husbands are less adaptable.

The growing need for childcare has hard hit this group.

- Even when both spouses work, one partner tends to take on most of the childcare burden.
- Increased childcare needs will significantly impact primary caregivers.



Employment flexibility for men and women

Table 6: Telecommuting, for those with children by marital status and gender

	Can Telecommute	Did Telecommute	Days Telecommute
<i>single men</i>	17%	14%	15
<i>single women</i>	21%	18%	19
<i>married men</i>	45%	39%	30
<i>married women</i>	42%	38%	41

- Married men (45% can telecommute)
- The proportion of single parents, both males and females, is much less.
- Closing schools can be very difficult for single parents, especially women.



Impact of **COVID-19** on the workplace - Flexibility and gender norms

- 🏡 Potential benefits: The crisis has led to the promotion of gender equality.
Many businesses are adopting work-from-home and telecommuting modes to increase flexibility in the workplace of the future.
- 🏡 Currently, mothers are experiencing an unbalanced burden of work and childcare.



Impact of **COVID-19** on the workplace - Flexibility and gender norms

- 🏠 Women are more likely to benefit from the results of this crisis. Many fathers may need to take on the responsibility of providing additional care for their children.
- 🏠 Ultimately, this will result in a push for more equal social norms in childcare and household chores.

She-session in Thailand

A “She-session”? The Impact of COVID-19 on the Labour Market in Thailand

Sasiwimon W. Paweenawat

Lusi Liao

Source – ERIA working paper: <https://www.eria.org/publications/a-she-session-the-impact-of-covid-19-on-the-labour-market-in-thailand/>

Note - This project has been funded by the Economic Research Institute for ASEAN and East Asia (ERIA)

The impact of COVID-19 in Thailand

-  COVID-19 is significantly impacting Thailand because the country is open to trade and the economy depends heavily on the tourism sector.
-  Negative effects are not equal across populations. The impact can be distinguished by industry and occupation.
-  Workers in specific industries are more severely affected (tourism and manufacturing). In addition, government lockdowns enable different work modes depending on occupation (e.g., work from home, dependence on ICTs)

The impact of COVID-19 in Thailand

-  Occupations with a high rate of women employees, such as retail, travel, leisure, and hospitality, have been hit hard by the pandemic. The majority of occupations with a high rate of men, namely manufacturing and construction, have also been affected.
-  Thailand has a high percentage of female workers in sectors highly impacted by COVID-19, such as wholesale and retail trade, accommodation, and food services.

Data and methods

-  Data from the 2018 and 2019 Labor Force Survey uses factors and rankings. Career-industry partner
-  Data integration of industry risk and career flexibility. Let's assess the impact of COVID in the Thai context. **The occupational flexibility index** was taken from the assessment. COVID-19-related job task requirements from O*NET coupled with industrial risk exposure by taking **industries' COVID-19 risk degrees** from the assessment of Thai employment by the International Labor Organization into consideration.

Results

- 1) Impact of COVID-19: There is a huge difference in various industries and professions.
- 2) Impact of COVID-19: There are differences across populations.
- 3) Workers with a low level of education, those in the informal sector or private sector, and youth are more likely to be negatively affected by the crisis.
- 4) The COVID-19 crisis has different impacts on men and women depending on marital status.
Women in the informal sector and people aged more than 60 years are at greater risk than men.
- 5) The recession caused by COVID-19 has different effects than the previous economic downturn in Thailand.

The impact of COVID-19 and gender differences on the labor market.

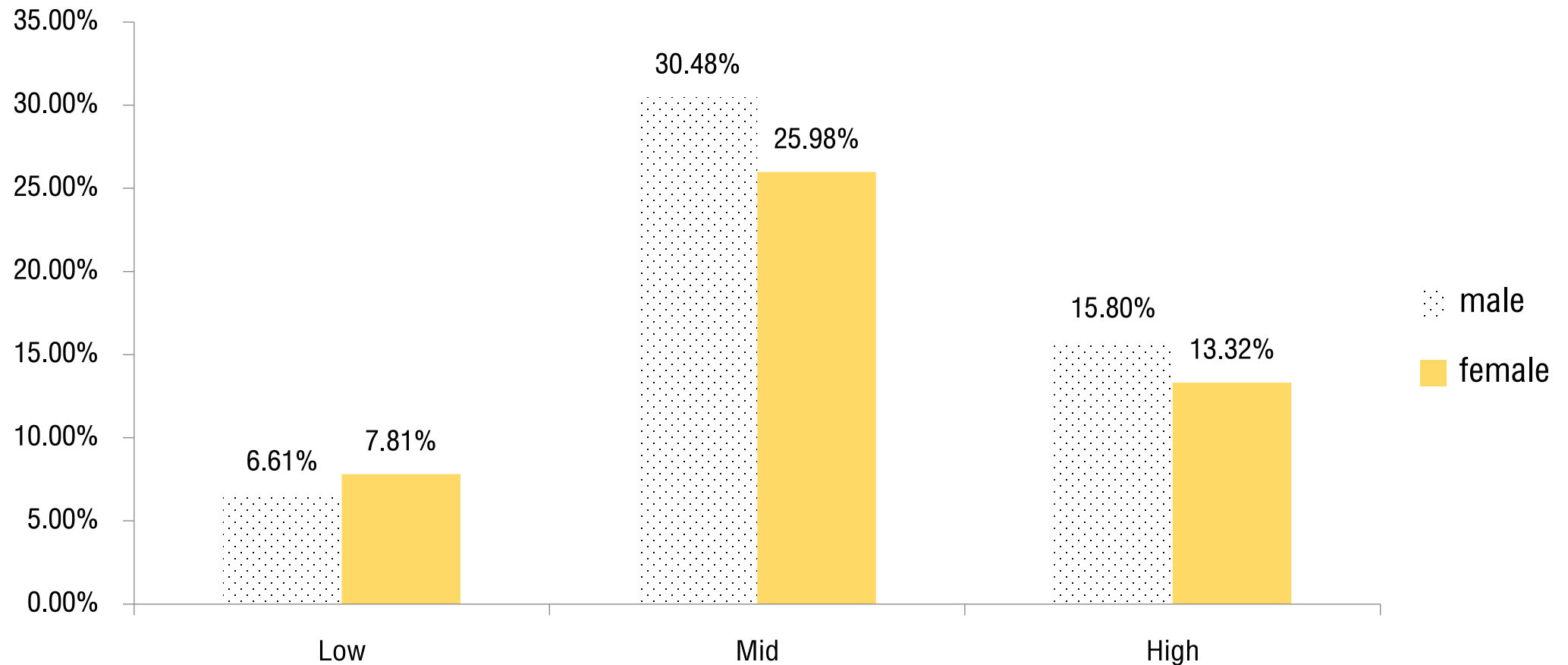
Table 1 shows the aggregated indicators to measure the impact of COVID-19 based on both industries and occupational flexibility on 0–1 scale

Occupation groups	Risk assessment of industrial sectors		
	High	Mid	Low
Manager&legislators	0.459	0.709	0.959
Professionals	0.500	0.750	1.000
Technicians	0.344	0.594	0.844
Clerks	0.389	0.639	0.889
Service workers	0.244	0.494	0.744
Agriculture	0.043	0.293	0.543
Craft worker	0.070	0.320	0.570
Plant&Machine	0.000	0.250	0.500
Unskilled	0.061	0.311	0.561

Source: Authors' calculations

Figure 1 shows the share of impact by gender in each of the three levels

Share of impact levels by gender

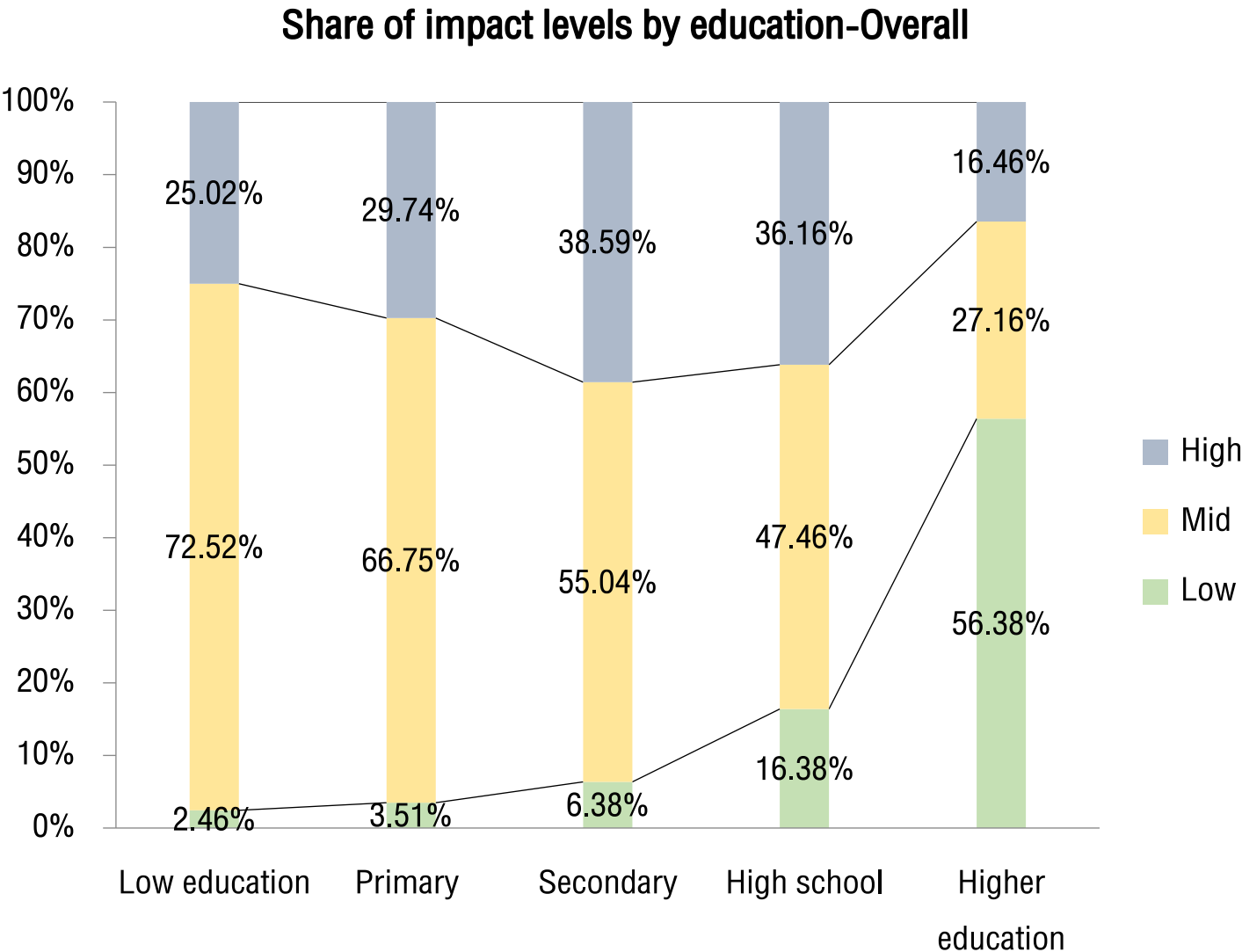


Impact of COVID-19 on a personal basis

Impact of COVID-19 by education level

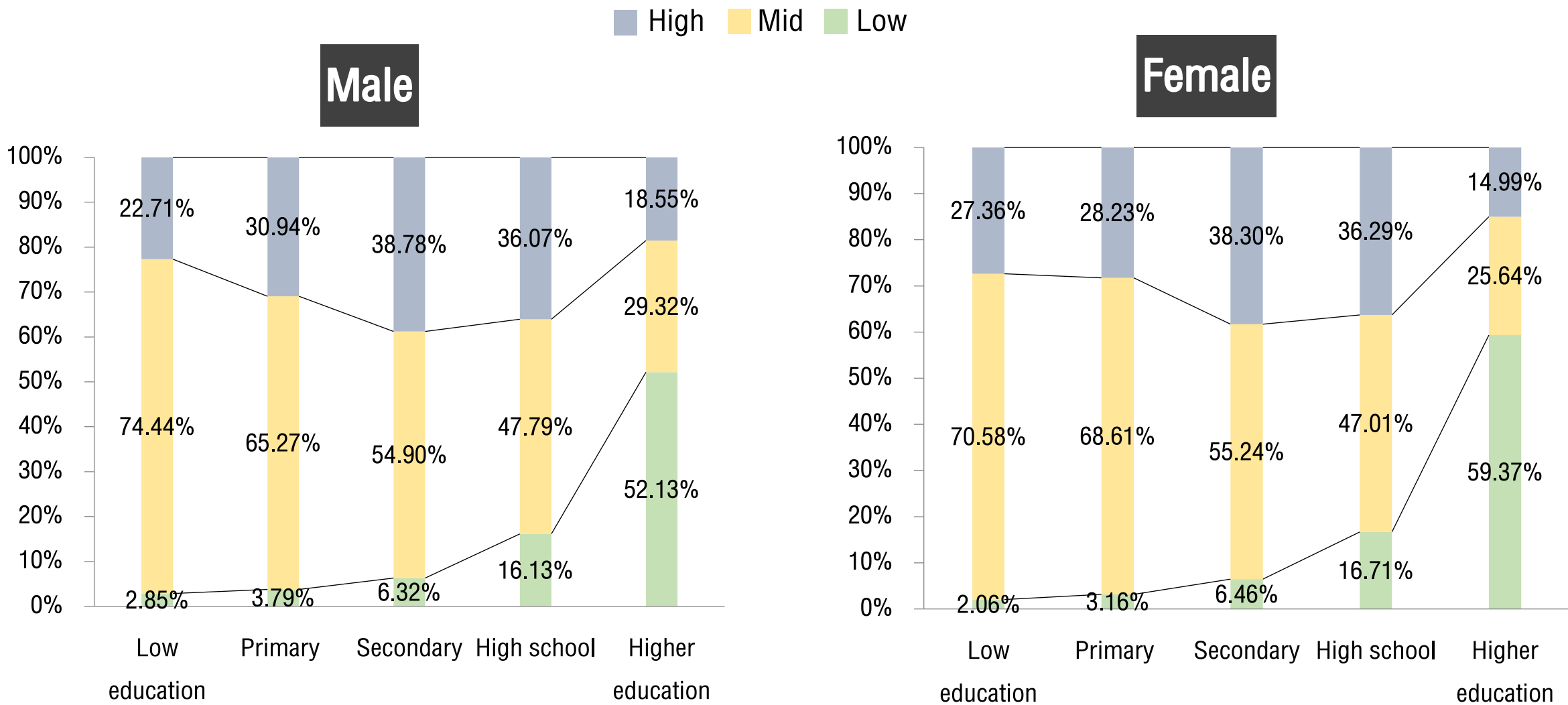
Figure 2 shows the share of workers in each impact degree by education levels

Source: Authors' calculations



Figures 3 and 4 present the share of impact by education levels for males and females, respectively

Source: Authors' calculations



The impact of COVID by marital status.

Table 4 presents the distribution of impact levels by gender and marital status, age-restricted between 25 to 45 years old

Source: Authors' calculations

Impact level	Single men	Married men	Single women	Married Women
Low	12.59%	12.76%	30.93%	13.95%
Mid	50.43%	59.53%	39.66%	58.58%
High	36.98%	27.72%	29.41%	27.25%

The impact of COVID by sector

Table 5 shows the COVID-19 impact by workers in formal and informal sectors.

Source: Authors' calculations

	Low	Mid	High
Formal sector			
Single men	20.11%	29.89%	50.01%
Married men	28.41%	30.71%	40.87%
Single women	45.51%	28.70%	25.79%
Married women	34.99%	30.67%	34.33%
Informal sector			
Single men	4.60%	73.16%	22.24%
Married men	4.23%	75.93%	19.84%
Single women	7.73%	56.66%	35.61%
Married women	3.10%	73.28%	23.63%
Public sector			
Single men	75.74%	22.01%	2.24%
Married men	77.18%	21.48%	1.34%
Single women	94.78%	4.80%	0.42%
Married women	89.77%	9.42%	0.82%
Non-public sector			
Single men	6.25%	53.28%	40.47%
Married men	5.18%	64.00%	30.82%
Single women	14.70%	48.53%	36.78%
Married women	5.11%	64.56%	30.33%

The impact of COVID by age

Table 8 shows the COVID-19 impact distribution by age group.

Source: Authors' calculations

		Low	Mid	High
(A)				
Age<=20				
	Male	1.97%	55.58%	42.45%
	Female	4.97%	52.82%	42.21%
Age 21-30				
	Male	10.50%	46.73%	42.77%
	Female	23.29%	41.75%	34.95%
Age 31-40				
	Male	13.57%	50.21%	36.22%
	Female	24.32%	46.54%	29.14%
Age 41-50				
	Male	15.43%	56.10%	28.47%
	Female	16.18%	57.62%	26.20%
Age 51-60				
	Male	15.64%	62.67%	21.68%
	Female	13.61%	62.54%	23.85%
Age>60				
	Male	4.80%	75.33%	19.86%
	Female	3.09%	66.18%	30.73%
(B)				
Age<=20				
Urban	Male	2.70%	46.35%	50.95%
	Female	6.43%	49.95%	43.62%
Rural				
	Male	1.34%	63.56%	35.10%
	Female	3.41%	55.86%	40.72%
Age>60				
Urban	Male	6.66%	67.56%	25.78%
	Female	4.38%	58.35%	37.27%
Rural				
	Male	3.06%	82.61%	14.33%
	Female	1.61%	75.13%	23.26%

Comparison between the **COVID-19** crisis and previous crises



The impact of previous financial crises such as the 2008 financial crisis was more significant for men than women.



However, as a result of the coronavirus outbreak, there has been a “she-cession” in which women are more negatively impacted in the labor market.

- Most work in heavily affected sectors and the crisis has created an increased demand for childcare.



The impact on Thai workers is more pronounced than that of the past crisis.

- Past crises demonstrated few gender differences.

Comparison between the **COVID-19** crisis and previous crises

- ⬡ The 1997 financial crisis had similar effects on men and women.
 - The construction industry was hit the hardest.
 - Low-skilled workers lost their jobs in the formal sector and shifted to informal work.
- ⬡ Compared to the previous crisis, the COVID-19 pandemic has had unprecedented impacts.
- ⬡ High outbreak rates affect the ability of workers and companies to produce incentives for consumers and companies to invest.
- ⬡ The impact of lockdown measures and social distancing has been significant in industry and various occupations.

Lockdown Generation =



The workers most affected by the COVID-19 pandemic

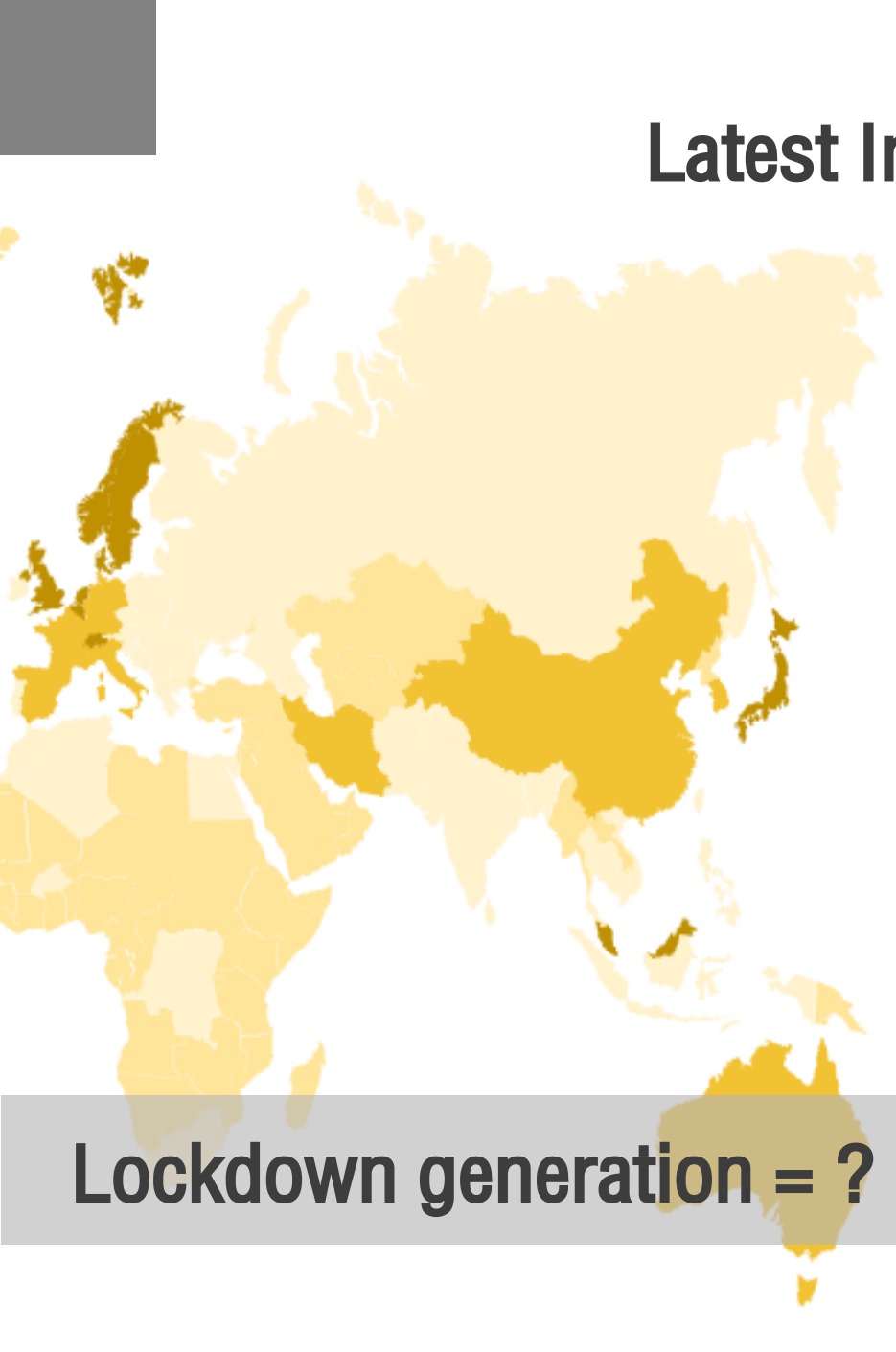
Source – BBC (<https://bbc.in/3d8kArL>)

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Latest International Labor Organization (ILO) report.

Young people aged between 15-24 years.

- Currently, 13.6% of the world's 267 million young people are unemployed or did not receive an internship by the end of this year
- There is a greater risk of layoff than any other age group in society.
- The impact of COVID-19 is more severe than it was during the 2008 financial crisis.
- The new generation of women are more at risk of losing their jobs from the COVID-19 crisis than men.



Lockdown generation = ?

Lockdown generation

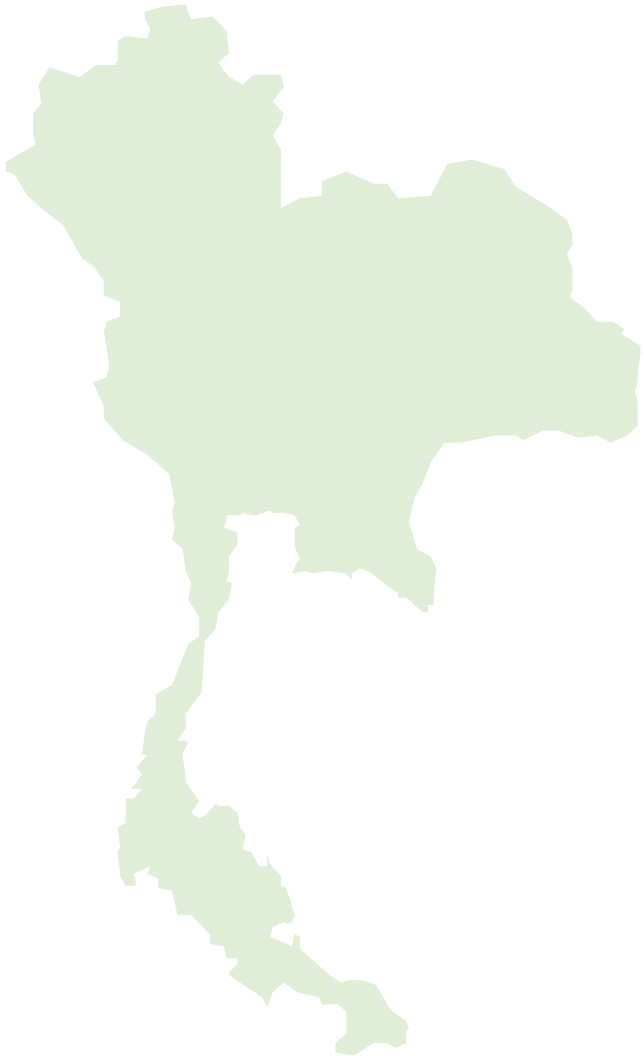
This generation may be excluded from the labor market in the long term,
-> because of a lack of skills training/opportunity for internships during the epidemic -> More difficult to find a job, although they may be able to find low-wage work.

The COVID-19 crisis has affected the new generation of workers through three channels:

- 1) Barriers to learning and internships
- 2) The sluggish economy leads to the risk of job layoffs.
- 3) Reduced job vacancies, and increased barriers to entry into the labor market



Labor market during Covid-19



- The Thai economy contracted - The number of unemployed people in the formal labor market may increase.
 - No expansion of new positions means that new graduates are less likely to find a job.
- Kiatnakin Phatra Financial Group: Only 1 in 3 new graduates are able to find work tailored to their skill level.
 - Studied in the profession or technology because it is also a requirement of many business sectors
 - Especially in the information and communication business sector.

Labor market during Covid-19



The new generation is most at risk of being replaced by advanced technology

- Lower-level positions are likely to be replaced by technology first.
 - Lower-level positions are routine rather than problem-solving positions (problem-solving or creativity).
- Emerging jobs are more specialized and require a higher level of technology skills.

Long-term effects



Impact assessment on graduating workers during the economic crisis

- ⬡ In addition to the short-term impact on finding work, graduating in a crisis period has long-term effects.
- ⬡ The path of career advancement and future income
- ⬡ This group of workers tends to find employment inconsistent with their level of education.
 - Jobs tend to be below the level of completed education or not in the field studied.

Long-term effects



Compared to workers who graduated during a period with good economic conditions, those who graduated during the crisis are more likely to start working in companies with a low quality of employment.



Working in a company that offers below average wages and a lack of opportunities for career growth negatively affects the income of workers in the future.

Exercise

- 1) According to the BBC News article “Why nations with female leaders are better at coping with COVID-19,” countries with female leaders—New Zealand, Germany, Taiwan, and Norway—have handled the COVID-19 crisis better than countries with male leaders. Do you agree with this conclusion? Women leaders are the main factor in solving problems better.
- 2) Why is the economic crisis resulting from the COVID-19 outbreak called a “she-cession,” and why is its impact on the labor market different from past economic crises? What is a “man-cession”? In addition to women and men, how does this crisis affect various labor groups? Discuss this issue.
- 3) In addition to the impact of COVID-19 on women in the labor market, give an example and discuss other effects related to women in Thailand, such as the increasing problem of domestic violence, mental health, poverty, or other issues like a higher rate of women than men in the public health sector.

Exercise

- 4) If you were a government policymaker during the COVID-19 pandemic, what policy proposals would you advance to help women workers, especially mothers with young children, who are most likely affected by the crisis through economic and government measures, including the closure of schools and childcare centers. Briefly design and discuss a policy you would advance.
- 5) Do you agree that the changes brought about by this crisis benefit women more than men? Many fathers may need to take on the burden of providing additional care for their children. These changes tend to push social norms to be more equal. Using basic economic theories, discuss the behaviors of men and women that will likely change in this crisis.
- 6) From the World Bank VDO Expert Answers: *Why are Women and Girls Uniquely Threatened by the Coronavirus* (<https://www.worldbank.org/en/news/video/2020/05/22/why-are-women-and-girls-threatened-by-coronavirus>). Discuss the issues females face during the COVID-19 crisis. Do you agree that “This pandemic will reverse the progress toward gender equality”? Why? Using a country as an example, explain what policies the government of that country has implemented to address this problem.