

# Bocconi

## WOMEN AND COVID EVIDENCE FROM RESEARCH

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# The She-cession

Are women more affected than men by the pandemic on the labor market? In Italy

- Sectors of activity: 84% of female employment is in the service sector
  - Different from the previous «man-cessions»
- Closures and lockdowns have affected women's activities (tourism, restaurants, care....)
- In the longer period the gap in employment has stabilized thanks to measures of income support, retention schemes, unemployment benefits
- Female labor force participation rate at 49%



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# The family

Overall, women are the main providers of informal care for children and the elderly

- Stereotypical gender norms (*Research in progress by Paola Profeta, with Alda Marchese, M. Ronchi, L. Spadavecchia*)
- Inadequate formal care provision (25% places in formal childcare 0-3 on average in the country)

More equal sharing at home reduces gender gaps in the labor market (*Profeta and Fanelli, 2020*)

Family responsibilities during the pandemic have increased



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# Two Hypotheses

With the lockdown and the new organization of work

- Men are more exposed to family and care duties
  - Less traditional gender roles, more sharing, lower gender gaps

*Smart-working increases men's involvement in household and care activities: a pre-Covid study by Paola Profeta with M. Angelici*

- Men are more involved, but also women
  - The care gap remains, gender gaps are exacerbated

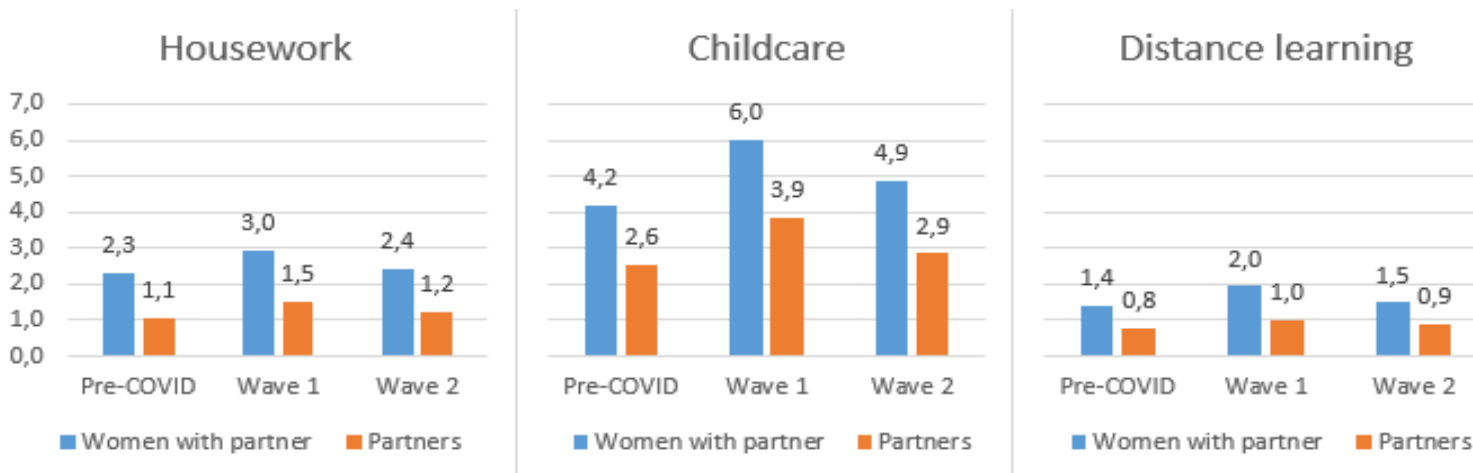
Short versus long-run effects? An empirical question



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# Our Results



A survey on a representative sample of Italian working women (dialy hours)

*Paola Profeta with D.Del Boca, N.Oggero and M.C. Rossi, "Women's Work, Housework and Childcare, before and during COVID-19" 2020, Review of Economics of the Household and "Did COVID-19 affect the division of labor within the household? Evidence from two waves of the pandemic in Italy" 2021*



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# The Policies

— School closure: In countries with lower female participation to the labor market (e.g. Italy), governments have closed schools longer

*(Research in progress by Silvia Griselda, with M. Anelli and V. Galasso)*

— Parental leaves introduced during the pandemic were mainly requested by women; Informal care suffered, in spite of regularization of irregular employment  
– 90% of them are women

*(Report for Eurofound in progress by Ximena Calò and Paola Profeta, with L. Mencarini)*

— Labor market policies: not only smart-working; Italy f.i. introduced tax relief for women unemployed. However the probability for women to remain in toxic environments may increase (and limit the progress achieved so far, for example thanks to the #MeToo movement)

*(Research in progress by Caroline Coly)*



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# Perceptions, Agreement and Compliance

- Women are more likely than men to see COVID19 as a very serious health problem
- Women agree more than men with restrictive measures and are more compliant

Are women's attitudes predicting a more effective response by women leaders?

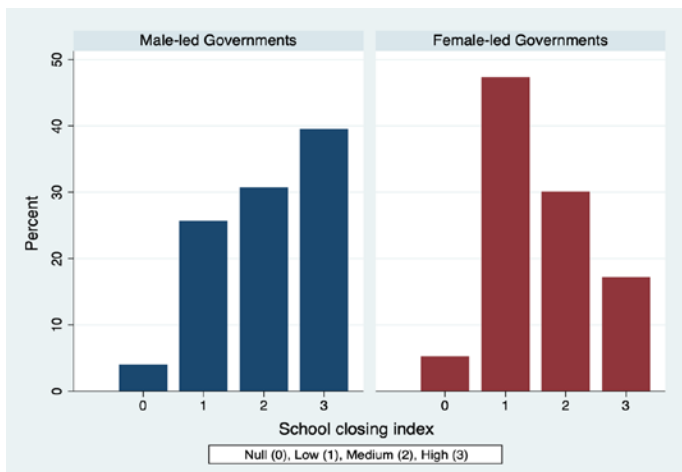
*Paola Profeta with V. Galasso, V. Pons et al. "Gender Differences in COVID-19 Related Attitudes and Behavior: Evidence from a Panel Survey in Eight OECD Countries" (2020) Proceedings of the National Academy of Sciences of the United States of America*



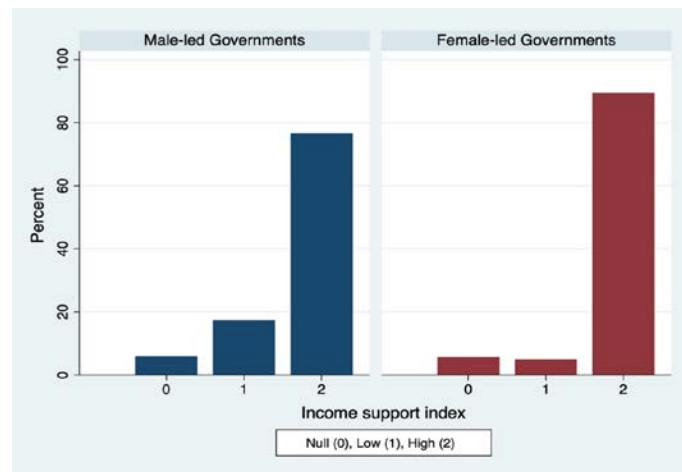
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# Women Leaders during the pandemic



0 = no measures; 1 = recommend closing or all schools open with alterations resulting in significant different compared to non-COVID-19; 2 = require closing of some levels or categories; 3 = require closing all levels.



0 = no income support; 1= government is replacing less than 50% of lost salary (flat sum lower than half the median salary); 2= government is replacing 50% or more of lost salary (flat sum equal to or higher than half the median salary).



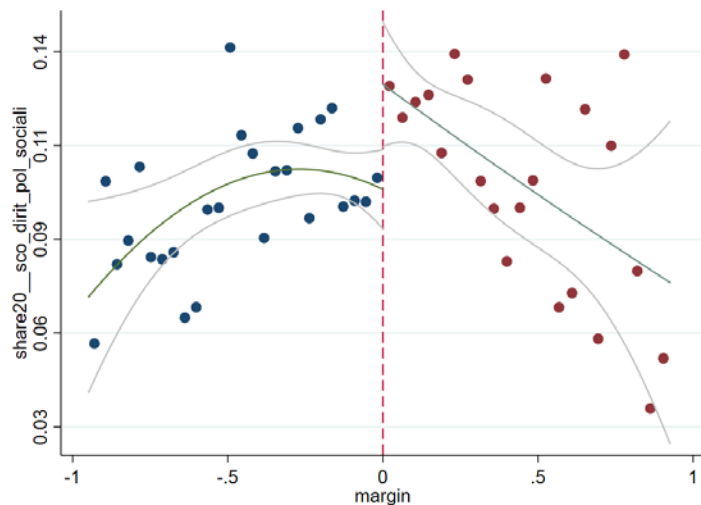
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*Our Elaboration on "Oxford Coronavirus Response Tracker" (OxCGRT)  
Paola Profeta, with R. Occhiuzzi*



# Towards a She-Recovery?



Italy. Small Municipalities (below 5000 residents) which happened to have a female mayor in 2020 (on the right; the female mayor was elected by a small margin in a gender mixed electoral race) have spent more on social policies.

*Research in progress by Paola Profeta and Giulia Savio,  
with A. Marchese and M. Matrone*



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**THANKS.**



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