

# Gender and labor in Covid-19 phase

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Received:07/02/2021

Accepted: 25/03/2021

Published:30/03/2021

## **TO CITE THIS ARTICLE: Style ISO 690-2010**

TOUIL, Yassine, March 2021. Global health security disruption and its impact on international migration under the Covid-19 pandemic. *AL TURATH Journal*. Volume 11, issue 01, P01, P16. [ISSN: 0339-2253 E-ISSN .2602-6813].



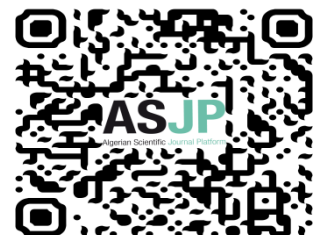
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**Open Access Available On:**

<https://www.asjp.cerist.dz/en/PresentationRevue/323>



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**Abstract:**

Covid-19 and the ongoing changes in mobility have changed employment conditions around the world for millions of people. New evidence suggests that this transition can affect women the most severely. However, due to changes in the division of domestic labor, the pandemic may have an effect beyond the rapid redistribution of jobs and changing gender role preferences within households. In this review, we examine two solid matters. First, we analyze how the professional situation of men and women, their working hours and their work activities have changed during the pandemic. Second, we assess the link between these transitions and gender role behaviors, focusing on people who have experienced such transitions at home.

**Keywords:** transition; gender-role; behaviors; Covid-19; labor.

**JEL Classification Codes:** J01, J03, J08, J16.

**Résumé:** La Covid-19 et les changements en cours en matière de mobilité ont changé les conditions d'emploi dans le monde entier pour des millions de personnes. De nouvelles preuves suggèrent que cette transition peut affecter gravement les femmes. Cependant, en raison des changements dans la division du travail domestique, la pandémie peut avoir un effet au-delà de la redistribution rapide des emplois et de l'évolution des préférences du rôle selon le genre au sein des ménages. Dans cette revue, nous examinons deux points solides. Premièrement, nous analysons comment la situation professionnelle des hommes et des femmes, leurs horaires de travail et leurs activités professionnelles ont changé pendant la pandémie. Deuxièmement, nous évaluons le lien entre ces transitions et les comportements liés au rôle du genre en se concentrant sur les personnes qui ont vécu de telles transitions à domicile.

**Mots clés:** transition; rôle de genre; comportements; Covid-19; emploi.

**JEL Classification Codes:** J01, J03, J08, J16.

ملخص:

لقد أدى كوفيد-19 والتغيرات المستمرة في التنقل إلى تغيير ظروف العمل في جميع أنحاء العالم لملايين الأشخاص. تشير المعطيات الجديدة إلى أن هذا الانتقال يمكن أن يؤثر على النساء بشدة. ومع ذلك، وبسبب التغيرات في تقسيم العمل المنزلي، قد يكون للوباء تأثير يتجاوز إعادة التوزيع السريع للوظائف وتغيير تفضيلات الأدوار بين الجنسين داخل الأسر. في هذه المخطوطة، ندرس مسألتين صلبتين. أولاً، نقوم بتحليل كيف تغير الوضع المهني للرجال والنساء، وساعات عملهم وأنشطة عملهم أثناء الوباء. ثانياً، نقوم بتقييم الرابط بين هذه التحولات وسلوكيات الأدوار بين الجنسين، مع التركيز على الأشخاص الذين مروا بمثل هذه التحولات في المنزل على شكل مراجعة مصغرة تظهر أن النساء هن الأكثر عرضة لفقدان وظائفهن أثناء هاتاه الجائحة أكثر من الرجال.

كلمات مفتاحية: انتقال؛ الجنسانية؛ السلوكيات؛ كوفيد-19؛ العمل.

تصنيفات JEL : J01, J03, J08, J16.

## 1. INTRODUCTION:

Quarantine and social distancing initiatives adopted by several countries to stem the spread of Covid-19 have had a significant effect on jobs, namely decreases in work time, layoffs and provisions for work from home (Abel Brodeur et al. [2020]). Working families have been impacted in two profound ways by the global public health problem. On the one hand, for health and safety reasons, government sanctions on mobility and voluntary travel limitations have driven millions of workers to work from home (Brynjolfsson et al. 2020).

Although in terms of immediate adverse effects on women's jobs, Covid-19 and the lockdown stages may have broader consequences for gender inequality. Unanticipated disruptions in the labor market have the capacity to reorganize the division of labor in the home and can, therefore, transform gender dynamics across society. Previous research focusing on the influence of life events on the division of labor and gender attitudes by sex has shown that gender function can change and adapt to match (either voluntarily or unintentionally) behavior or circumstances (Smith-Lovin, Tickamyer 1978). The pattern of women's work behaviour during covid-19 (has changed). In this paper, we examine two solid matters. First, we analyze how the professional situation of men and women, their working hours and their work activities have changed during the pandemic. Second, we assess the link between these transitions and gender role behaviors, focusing on people who have experienced such transitions at home.

## 2. Methodology

To assess whether and to what extent women's employment outcomes are more affected by labor market disruptions related to Covid-19 than men, to check this hypothesis we first assessed categorical differences between the two groups and have used early studies on the same subject especially in the peak of the pandemic.

We have based this mini review on three main axes:

- **Axis 1: The link between work and attitudes related to the gender role**
- **Axis 2: Has COVID-19 changed the division of social roles in the family?**
- **Axis 3: Mothers' lack of capacity to work**
- **Axis 4: Patterns of working before and during the Covid-19 lockdown**
- **Axis 5: Well being outcomes**
- **Axis 6: Psychological effects of Covid-19**
- **Axis 7: Tips to face the psychological effects of Coronavirus**

### 3. The link between work and attitudes related to the gender role:

Gender attitudes and gender ideology include different factors, such as belief in binary gender oppositions, encouraging individuals to separate paid work and family obligations, or recognition of toxic masculinity (Davis, Greenstein 2009), these attitudes can thus be understood as multidimensional constructs (Grunow et al. 2018). Whereas attitudes related to gender role, vary from country to country. We have found that the effect of the pandemic on labor relations in all settings will affect the dimension of gender-related attitudes that capture attitudes towards women's full-time work participation and employment. Division of labor changes in labor relations should be particularly working couples (Thompson, Walker 1989) and therefore probably have the most impact on their gender role attitudes. We theorize the influence of changes in labor relations, which means that people adapt their gender attitudes to meet various family and job circumstances (Smith-Lovin, Tickamyer 1978). In short, this framework indicates that men and women are influenced by their lived experience and shift their gender role attitudes towards their own situation. The main underlying mechanism discussed by previous work is the division of domestic labor that affects gender role attitudes (Corrigall, Konrad 2007). On the other hand, other mechanisms - such as differential psychological reactions to non-employment also play a role. Although, these approaches promise to better understand longer-term developments, we focus on changes in working relationships that have an immediate effect on families by making domestic work more open to those affected. Therefore, this immediate "shock" can shape gender role attitudes in a way that conforms to new living realities.

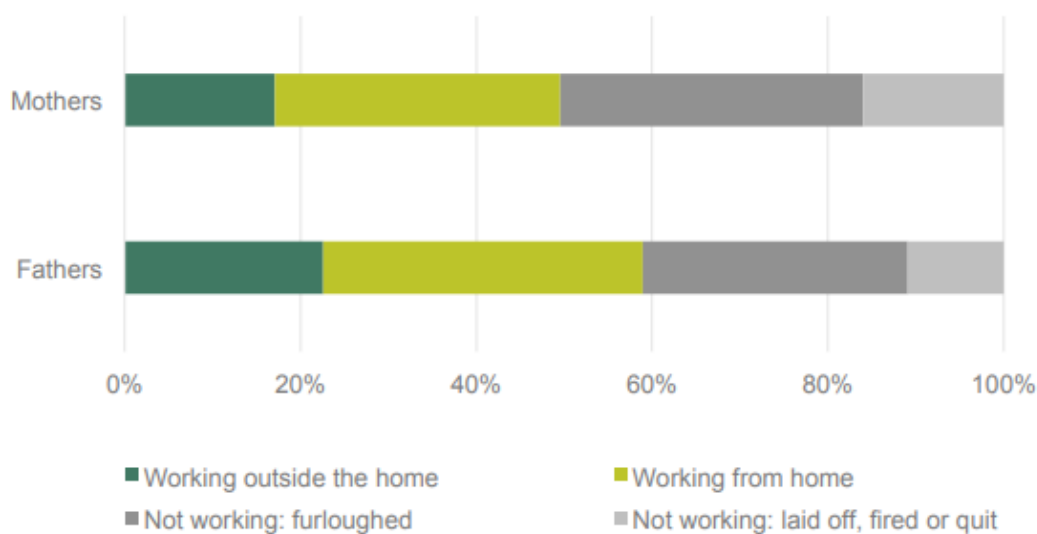
### 4. Has Covid-19 changed the division of social roles in the family?

Covid-19 has also affected couples' relationships with jobs even outside the household and the home division of labor. For example, research conducted by (Sevilla, Smith 2020) revealed that both men and women increased their time spent on household chores and in response to lockdown stages, women did not participate much more in household chores than men. As a result, the distribution of childcare time during Covid-19 has become more equitable when men are working from home or have lost their jobs. However, Andrew et al., 2020 also showed that mothers who have stopped working for pay perform much more domestic work than fathers in an equivalent situation (Alison Andrew et al. 2020). Similarly, Hank and Steinbach, 2020 found that more women are assuming the primary role of household chores and childcare in the German context, while men are increasingly contributing to it (Hank, Steinbach 2020).

Our theoretical hypothesis, confirmed by these results, correlated with increased household chores for men and women. Whether or not these changes lead to somewhat egalitarian attitudes towards the role of gender, which will depend on whether women or men's working relationships are more affected and how these transformations (respective changes in household chores) contribute to attitudes towards the role of gender. Since unemployment changes are perhaps the biggest change in availability.

We found significant differences in layoff and furloughing rates between mothers and fathers. Among parents who were working in February 2020, mothers are more likely to have stopped working for pay than fathers (Fig.1).

**Fig.1.** Current engagement in paid work by gender for parents who were in paid work in February 2020

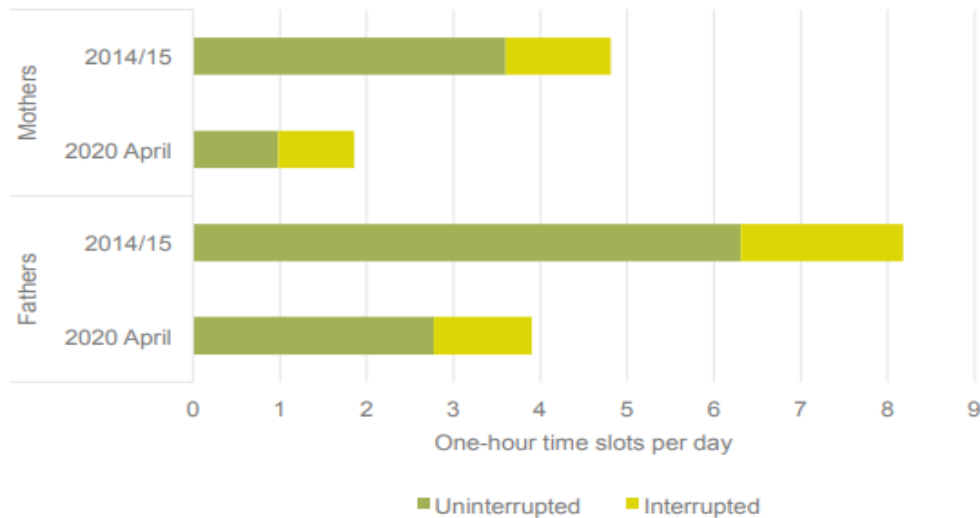


**Source:** (Alison Andrew et al. 2020), page 11

Sixteen percent of mothers are no longer in paid work due to having lost their job permanently compared to 11% of fathers. Mothers are also slightly more likely not to be doing paid work due to being furloughed by the coronavirus job retention program (34%, compared to 30% of fathers). These consequences worsen the already uneven employment rates of mothers and fathers, which in the data provided were accordingly 75% and 92% in February to 2020.

(Fig. 2) displays the proportion of hours of paid work by parents that are slipping (or interrupted), defined during the one hour interval as doing at least one job and one non-working operation.

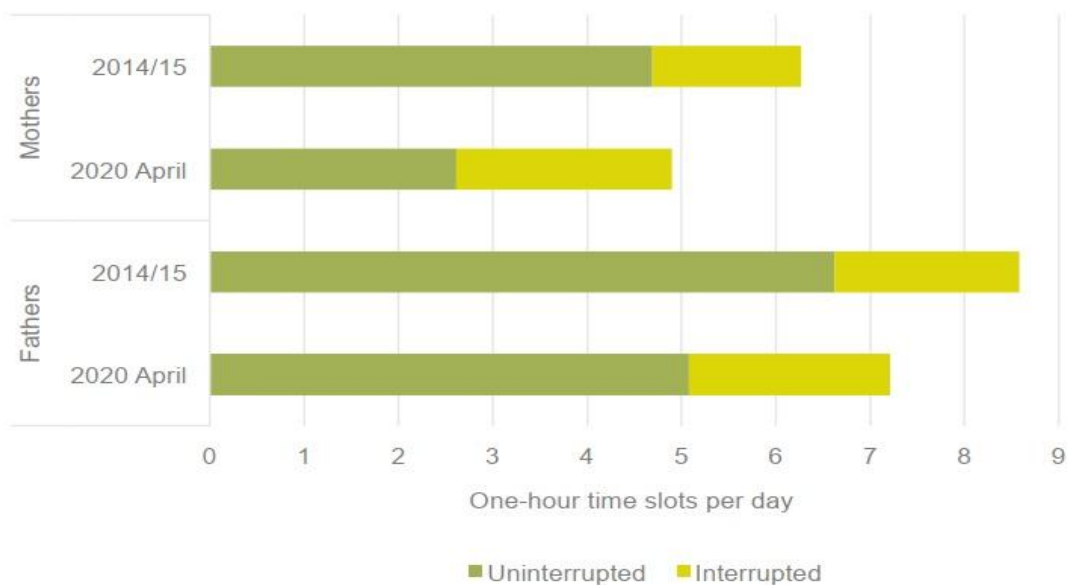
**Fig.2:** Working hours before and during the lockdown: *all parents*



**Source:** Alison Andrew et al., 2020, page 14

We observe that, during a quarter of the hours when they were still doing paid jobs, parents usually performed non-working things before the crisis. At the start and end of their working day, these hours most commonly occurred during their commute to work (Fig.3).

**Fig.3.** Working hours before and during the lockdown: *working parents*



**Source:** Alison Andrew et al., 2020, page 14

An even more critical factor in the unequal effects on women and men is that most countries have agreed to close schools and day care centres during the pandemic, which has greatly intensified the need for childcare. Furthermore, because of the higher mortality rate for the elderly, grandparent-provided childcare is now discouraged in this sense; and, given social distance measures; there is very little exchange of childcare with neighbours and relatives. For certain families, it may bring relatives closer to each other and promote a sense of well-being by spending a lot of time together during a lockdown. Nevertheless, there are many causes that are indicative of the Covid-19 crisis, such as financial instability, self- and other health issues, quarantine period confusion, lack of social and physical activities, and depression.

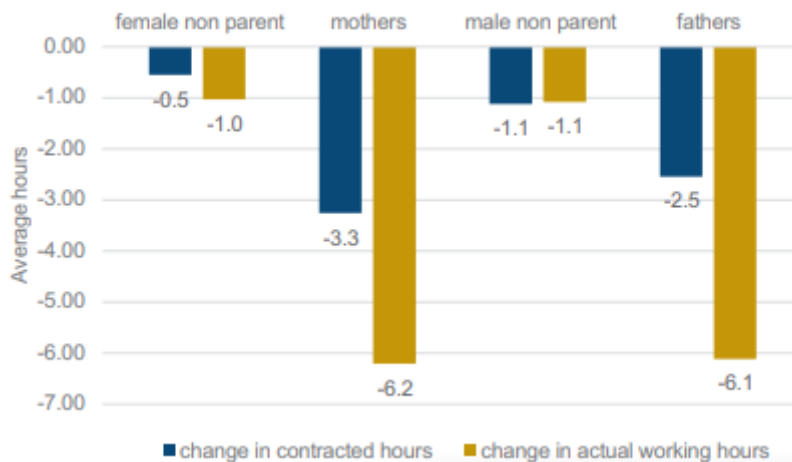
Multimodal studies shed light on the negative impact of parents increased relative to the time before the pandemic; consequently, there is no alternative for most families but to take care of their children themselves. Moms are likely to do more of these activities than dads, based on the current division of childcare obligations in most families. It is predicted that single mothers, in particular, who often find themselves in a disadvantage economic position, will be the most affected.

Pressure can also be encountered by parents and teenagers because they encounter more everyday challenges (for example, an inadequate job or school environment) and additional tasks (e.g. parents homeschooling their children). Earlier studies have also shown that effect on mental health outcomes of these quarantine-related factors (e.g. depressive symptoms, anxiety). Parenting patterns, such as the amount of conveyed warmth and criticism, may also be influenced by the Covid-19 pandemic and the associated social interventions. Usually, parent warmth is considered one of the key aspects of responsive parenting activity and can involve the child's approval, encouragement and positive participation. It is possible to describe parental criticism as a communicating negativity.

## **5. Mothers' lack of capacity to work:**

Most of the lack of space and time to work has affected the ability of workers to work during the Covid-19 lockdown, especially for mothers. When it comes to not only their contract hours, but also their actual working hours since the lockdown began, mothers have seen the biggest drop. As we can see in Fig. 4, the effective working hours of the mother were reduced by 6.2 hours on average, although the effective working hours of the fathers also significantly decreased by 6.1 hours.

**Fig.4.** Changes in the contractual and actual working hours by gender/parental status (changes in hours)



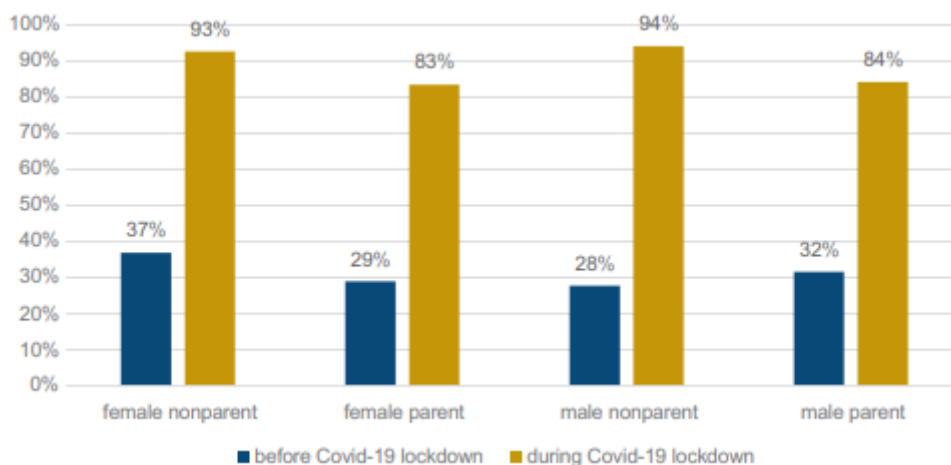
Source: University of kent, 2020, page17(Chung et al. [2020])

Decreased number of couples where women performed more / all housework and care during the Covid-19 lockdown does not necessarily mean that women performed less of these tasks.

### 6. Patterns of working before and during the Covid-19 lockdown:

We compared the number of employees who worked from home before the Covid-19 lockdown with those who worked from home during the lockdown. Nearly, a third of the population was able to work from home, at least on some occasions, before the Covid-19 lockdown (Fig.5). Since the lockdown; widely detained employees have been working from their homes. The proportion is higher for women without children and for fathers compared to mothers and men without children.

**Fig. 5.** Proportion of workers in the survey having worked from home before and during Covid-19 lockdown (%)



Source: university of Kent, 2020, page11(Chung et al. [2020])

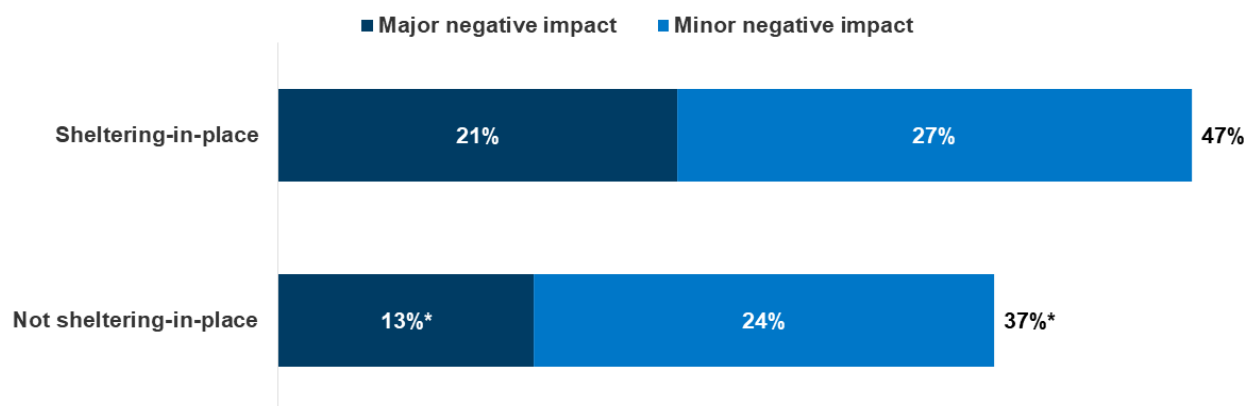


## 7. Well being outcomes:

The Covid-19 pandemic has affected physical and mental health around the world, mainly vulnerable families with lower social and economic status. As a preliminary response to the Covid-19 crisis, most countries and local governments have demanded the closure of non-essential businesses and schools and declared stay-at-home orders mandatory for all workers except non-essential workers, which normally meant avoiding large gatherings, requiring quarantine for travellers and encouraging social distancing. The countries are currently in the process of reopening, which has been followed by many witnesses to a renaissance in Covid-19 cases. It is not known whether home stay orders will be mandatory again when spikes occur, or how long general social distancing practices should be encouraged.

A large and recent body of researches links social isolation and loneliness to both poor mental and physical health. Throughout this initial period of uncertainty and fear, it is likely that mental health issues and substance abuse disorders among people with these conditions will be exacerbated. Furthermore, epidemics have been shown to persuade general stress in a population and can lead to new mental health and addiction problems. More than one in three adults in the United States reported symptoms of anxiety or depressive disorder during the pandemic (average of major negative impact of sheltering-in-place: 21%; average of major negative impact of not sheltering-in-place: 13%) (Fig.6). In comparison, from January to June 2019, more than one in ten (11%) adults reported symptoms of anxiety or depressive disorder. In comparison, from January to June 2019, more than one in ten adults (11%) reported symptoms of anxiety or depressive disorder.

**Fig.6.** Average share of adults reporting symptoms of anxiety or depressive disorder during Covid-19 MAY-JULY 2020



NOTES: \*Indicates a statistically significant difference between those sheltering-in-place and those not sheltering-in-place at the  $p < 0.05$  level. Distribution may not sum to total due to rounding.

SOURCE: KFF Health Tracking Poll (conducted March 25-30, 2020).

**KFF**  
HENRY J KAISER  
FAMILY FOUNDATION

Source: Priya Chidambaram, 2020, Page 3

In recognition of the implications of the Covid-19 pandemic on mental health, the World Health Organization has published a list of considerations for addressing the mental health of the general population and specific high-risk groups. The United Nations have made recommendations to address and minimize poor mental health outcomes, incorporate mental health into national responses to Covid-19 and improve access to mental health care throughout telemedicine.

## **8. Psychological effects of Covid-19:**

Mental health experts agree quarantine imposed on over 1 billion people worldwide due to Corona pandemic is neither an easy topic nor an underestimated one, as it is an exceptional measure and unprecedented which restricts individual freedoms even in democratic countries and this situation caused psychological problems for many people in particular. For those who fail to deal positively with this situation. Sitting in homes and not leaving them for days or weeks following the quarantine imposed in several countries around the world in a move to contain the Coronavirus outbreak is an unusual thing for the general public except in exceptional circumstances, which causes many cases with serious psychological effects that require monitoring and treatment for specialists.

Anxiety, tension and arousal in the context of midlife, anxiety, tension and excitement are among the most important psychological effects that affect quarantined homes in such cases. Quarantine in general is an unsatisfactory experience and the isolation from family, relatives and friends, the loss of freedom, the suspicion of the evolution of illness, boredom, caused tragic situations. The social factor is an important point and it can strongly affect the psyche of people in quarantine. People who loosed their jobs in such circumstances could be exposed to psychological problems, such as material difficulties in the light of the Corona pandemic and its dangerous effects can also cause serious psychological problems. Some people, due to material hardship and a state of extreme mobility, may resort to losing their jobs to commit certain types of crimes in order to maintain the continuity of life. Therefore, the social and material factors are considered to have an impact on the psychological state of the quarantined persons.

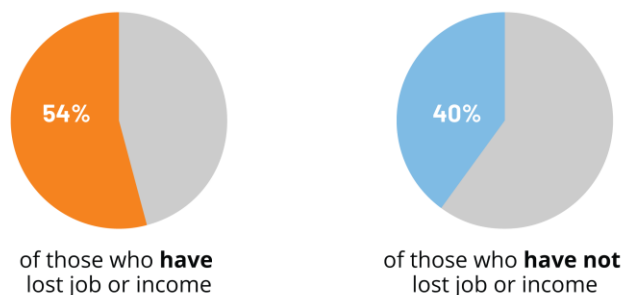
Anxiety, tension, excitement and isolation due to the outbreak of the novel Coronavirus, the high number of infections, death rates and epidemic hot spots are having a profound impact on the public. The reflection on health and social isolation, loneliness and anxiety over the unknown future of this virus and financial insolvency are strong storms sweeping people's mental health. The unemployment factor due to loss of work related to the spread of this epidemic in an incredible way prepared its owner for stress and depression. Some resort to substance abuse, gambling and unemployment following home quarantine may lead to some homelessness. Therefore, the priority required monitoring rates anxiety, depression and self-harm, which may lead some to resort to suicide and other serious illnesses that afflict the soul.

The pandemic is having an impact on mental health. Lamentation, loneliness, loss, and income anxiety are the root cause or worsening of chronic mental health problems. High levels of alcohol, medication, insomnia and anxiety were observed. Covid-19 can meanwhile lead to neurological and behavioural problems, such as delirium, restlessness and stroke (Alison Brunier, Carla Drysdale 2020). The epidemic has raised fears of infection from one person or their family and the home quarantine in which much of the world lives has made people feel lonely, stressed and anxious, especially to coexist with the social distancing measures imposed by the virus. Among those most affected psychologically by the virus are those who have lost their jobs due to the pandemic, as a psychologist who spoke to the newspaper expected them to lose even their identity, their daily routine and a much of their social ties. Finding showed that the coronavirus crisis is hurting more than half of people who have lost jobs or income (Fig. 7); fifty four percent of those who lost their jobs or their income and forty percent of those who have not lost a job or an income. Researches indicated that job loss was linked to depression, anxiety, anxiety and low self-esteem and could lead to higher rates of illness and suicide. The latest survey showed that more than half of people who have lost income or a job report negative effects on the coronavirus due to worry or stress and people who have lower incomes report higher levels of "serious negative effects on mental health compared to those with higher incomes

**Fig.7.** Implications of Covid-19 in Mental Health

**More Than Half Who Lost a Job or Income Say the Coronavirus Crisis is Harming Their Mental Health**

Share who say worry and stress is having a negative impact on their mental health



Source: Priya Chidambaram, 2020, Page 4 (Alison Brunier, Carla Drysdale 2020)

The Corona pandemic has caused many changes in diaries and in people's behaviours, especially after declaring the need for home quarantine and social distancing as the best way to limit the spread of the disease, but confinement had different psychological effects on all individuals due to the change in lifestyle, which caused some negative emotions such as sadness, anxiety, anger and frustration, which can lead to sleep disturbances and ultimately affect negatively healthy immunity and mental health (nirmita panchal et al. 2020).

The role of the psychologist in light of the Corona pandemic and its consequences are very important and in light of these difficult, rare and strange circumstances for our

society, accustomed to security and prosperity. The situation turned into a high degree of danger and quarantine, curfews and imposing a difficult coercive situation by not allowing everyone to move. Another reason was also added, which is the abolition of religious, social and collective rituals, as well as the pressure on the markets and forcing everyone to provide goods, food, supplies and family necessities. All this makes people in a state of panic and unsteadiness, forms of stress, mental disorders and neuroses can appear; represented by general psychological anxiety such as fear, tension, obsessive-compulsive cases and pathological delusions due to exaggeration of sterilization, cleaning, repeated washings, exaggerating negative thoughts about illness, concentrating attention on illness and infection, methods of spreading and following up on painful news about illness and injuries, deaths, quarantined, the duration of the stone and symptoms resulting from illness and even death.

## **9. Tips to face the psychological effects of Coronavirus:**

The Corona outbreak has forced people around the world to stay at home, borders have been closed and economies have shaken under the weight of the spread of the viral infection. It can be difficult for a person to see all of these events unfold before them without being possessed by sadness and affecting them with depression. However, a person can take proactive steps on a daily basis to improve their mood:

Meditation and mindfulness help many people overcome psychological stress and negative emotional spiritual (Hiremath et al. 2020) because they can increase anxiety and tension in others. Some may take meditation as an opportunity to ruminate on negative thoughts and they may find it difficult to stop thinking about stressful and anxious events when they try to clear their mind. For these people, it may be best to distract them with urgent or necessary things.

Bad news will make depression worse. Following TV all day and being vulnerable to news from coronavirus induces depression and anxiety. On another hand, social interaction must be maintained. Connecting with other people via telephone, e-mail, Facebook and other social media is vital in this unstable era to relieve stress - and encourage others to stop being (Health 2020)

## **10. Synthesis:**

We focused on the differential effect of the pandemic on men and women in other studies and reports and have found that women are more severely affected than men in the workforce as they are more likely to work in the workforce, home, reduce their working hours, and then find themselves unemployed. In general, the gaps in the possibility of unemployment are mainly due to the pre-Covid employment condition of women (e.g. higher probability of part-time work). After taking into account individual consideration and employment characteristics, the unemployment risks for men and women no longer vary widely, indicating possible reasons for the emergence of gender differences in the labour market. For women, however, the possibility of moving from home to work or reducing working hours is even more pronounced. The results showed that women's risk of higher unemployment could be due to their higher share of atypical working conditions.

We noted that not only are mothers less likely to work during the lockdown and they also spend fewer hours at a paid job even though they are working, mostly due to interruptions, the time they spend trying to work is prone to failure than work. During the time, mothers spend paying for work and being paid, lower productivity can affect their career prospects, making them appear less committed to their jobs or less able to cope with their workloads than they do.

The Covid-19 lockdown has strained many employees to work from home and school closures have left many having to juggle both housework/childcare and their normal workload especially for mothers. This has led to a large proportion of employees feeling conflict between work and family life, which caused stress and a lot of social and psychological effects let alone the economic effects of Covid-19.

## **11. Conclusion:**

The economic and social implications of the Covid-19 lockout have been converted to work from home across the economy, including industries that did not initially support homework. Other disadvantages may raise the risks faced by people, such as unemployment, injury, older age or poor mental health. Local services, mostly extensively scaled back after far-reaching attempts in many countries to decentralize, have largely come to a standstill. Social inequality within communities will increase without the help of such local services. The gender disparities were influenced by the Covid-19 pandemic in many ways. We found that women are more likely to lose their jobs (temporary or permanent) during the crisis than men, unlike previous recessions. Among those who work for pay, mothers spend less time each day in paid work.

## **12. Recommendations:**

- Show the importance of achieving equality between men and women in the labor market through equal pay and working hours, whether at the workplace or at home due to Covid-19 conditions.
- Create new policies to protect women's rights and eliminate gender disparities in the labor market: such as differences in monthly wages and working hours.
- Work to educate the new generation on the importance of gender equality in all areas, especially in the area of the labor market.
- Policymakers should continue to discuss further actions to alleviate the burdens of the Covid-19 pandemic, the increased need for mental health and substance use services could continue longer term even as new cases and deaths due to the novel corona virus subside.
- Limited access to mental health care and substance use treatment is in part due to a current shortage of mental health professionals, which will likely be exacerbated by the Covid-19 pandemic.

- Those with mental illness and substance use disorders pre-pandemic, and those newly affected, will likely require mental health and substance use services.

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