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*The Impact of COVID-19 on the Gender Gap in the
Workplace and in Academia*

Post-lecture Discussion Guide

1. We believe our survey underestimates the short-term loss of research time and productivity among academic parents, and mothers in particular.
 - a. Do you think work time and productivity will bounce back?
 - b. In what ways have you adjusted to the disruptions of the pandemic in order to maintain productivity and at what cost?

2. What are your thoughts on the finding that not all types of childcare benefit fathers and mothers equally? Why is having a stay-at-home partner more helpful to fathers than it is to mothers?

3. Our results show that fathers are spending more time on childcare and housework than prior to the pandemic. What longer-term impacts do you foresee this having on household dynamics and women's labor market outcomes?
4. Care infrastructure (for childcare and eldercare) seems to be essential for women to return to the workplace. Can we expect improvements on this front going forward, or are the current proposals still a "drop in the bucket" compared to the need? What can be done to make a true difference on this front?
5. Are more flexible working arrangements and the new models like hybrid workplaces and remote work likely to close gender (and other) gaps in the labor market or exacerbate them? Why do you think so?