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## Care, Careers in Higher Education and Covid: A Resource List

This intersectional resource list has been prepared by genderED - the University of Edinburgh's interdisciplinary hub for gender and sexualities studies. It is a dynamic list of references to help academic researchers and other University workers and activists to navigate developments in this area. It has been prepared as a resource for an upcoming seminar on Care, Careers and Higher Education organised by genderED but is intended to serve the wider academy. As the list was being prepared, Covid-19 happened and therefore, the original focus on HE & care policies (what's needed? how we might learn from good practice?) has been updated with publications that also set out what difference COVID-19 makes (how is it exacerbating existing inequalities? creating new inequalities, creating new opportunities?).

This is a dynamic list of articles and academic studies, commentaries, legislative and policy frameworks and reports. We are keen to add to it continually. Please send links to any articles/reports you think should be included to: [gender.ed@ed.ac.uk](mailto:gender.ed@ed.ac.uk) or tweet to [@UoE\\_genderED](https://twitter.com/UoE_genderED) - and do let us know if you find the resource useful!

Big thanks to Elena Pollot for doing the heavy lifting!

**Fiona Mackay, Director of genderED August 2020.**

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**equality feminist/gender analysis**

<https://core.ac.uk/download/pdf/153515413.pdf> [last accessed 20/07/2020]

“ review debates on different types of gender equality interventions and their impacts in academia. We argue for the need to move beyond an individual-structural dichotomy in such debates and we illustrate this by drawing on a case study - the Through the Glass Ceiling (TTGC) project. Drawing on our case-study, we argue that actions that directly support women in their careers have the potential to achieve a degree of transformation at individual, cultural

and structural levels when such actions are designed with an understanding of how individuals embody the gendered and gendering social structures and values that are constantly being produced and reproduced within society. We highlight the benefits of supporting individuals as gendered actors in gendering institutions and of facilitating the development of critical gender awareness. “

Epifiano, M. and V. Troeger (2018) ‘Maternity leaves in academia: why are some universities more generous than others?’ CAGE Working Paper. Available at: [https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity\\_determinants\\_cagewp.pdf](https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity_determinants_cagewp.pdf)

Ivancheva, M., Lynch, K. & Keating, K., 2019. Precarity, gender and care in the neoliberal academy. *Gender, Work & Organization*, 26(4), pp.448–462.  
**gender/feminist analysis precarity care neo-liberalism**

Authors take as starting point the university as a neo-liberal institution - the result of recent re-structuring of HE institutions - which has created polar positions between elite, well-paid full-time academics and precariously, poorly paid academics. A gender analysis of precarity within this polarized labour force allows for an understanding of why women are disproportionately represented in part-time and fixed-term appointments in elite fields like higher education.

Koslowski, A & Kadar-Satat , G 2019, 'Fathers at work: Explaining the gaps between entitlement to leave policies and uptake , *Community, Work & Family*, vol. 22, no. 2, pp. 129–145

Lewis, Suzan, Richenda Gambles & Rhona Rapoport (2007) The constraints of a ‘work–life balance’ approach: an international perspective, *The International Journal of Human Resource Management*, 18:3, 360-373  
**WLB**

Lipton, Briony (2017) Measures of success: cruel optimism and the paradox of academic women’s participation in Australian higher education, *Higher Education Research & Development*, 36:3, 486-497

OECD (2018) Parental Leave Systems  
[http://www.oecd.org/els/soc/PF2\\_1\\_Parental\\_leave\\_systems.pdf](http://www.oecd.org/els/soc/PF2_1_Parental_leave_systems.pdf) [last accessed 20/07/2020]

Smidt, T.B. et al., 2017. How do you take time? Work–life balance policies versus neoliberal, social and cultural incentive mechanisms in Icelandic higher education. *European Educational Research Journal*, 16(2-3), pp.123–140.

WLB

Peplow, M. (2019) Women’s work. *Nat Rev Chem* 3, 283–286  
<https://doi.org/10.1038/s41570-019-0098-y> [last accessed 10/07/2020]

Troeger, V.E. (2018) ‘How much do children really cost? Maternity benefits and career opportunities for women in academia’, *CAGE Advantage Magazine*, Winter 2018.

Available at:

[https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity\\_cagemagazine.pdf](https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity_cagemagazine.pdf)

Troeger, V. and M. Epifiano (2018) ‘How much do children really cost? Maternity benefits and career opportunities for women in academia’, *CAGE Working Paper*.

Available at:

[https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity\\_femaleprofs.pdf](https://warwick.ac.uk/fac/soc/economics/staff/vetroeger/maternity/maternity_femaleprofs.pdf)

UCU (2016) *Caring for the Carers A UCU guide for members and reps*

[https://www.ucu.org.uk/media/8180/Caring-for-the-carers-a-UCU-guide--4-Rights-at-work/pdf/4\\_-\\_Rights\\_at\\_Work.pdf](https://www.ucu.org.uk/media/8180/Caring-for-the-carers-a-UCU-guide--4-Rights-at-work/pdf/4_-_Rights_at_Work.pdf) [last accessed 20/07/2020]

## Work-Life Balance

### *Articles/Reports*

Dorenkamp, Isabelle and Stefan Süß. (2017) [Work-life conflict among young academics: antecedents and gender effects](#). *European Journal of Higher Education* 7:4, pages 402-423.

Doherty, Liz and Simonetta Manfredi (2006) Action research to develop work-life balance in a UK university, *Women in Management Review*, Vol. 21, No. 3

WLB

Epifanio, M. & Troeger, V.E., 2019. Bargaining over maternity pay: evidence from UK universities. *Journal of Public Policy*, pp.1–26.

Article focuses on the generosity – as opposed to length – of maternity leaves for the reason that maternity benefits with high-placement incomes are linked to higher employment retention as well as high job satisfaction (4). Contrary to much research in the area, this research found that the budgets and financial resources of universities

had little to do with whether or not an institution provides generous maternity benefits. By looking only at the UK, the researchers argue that this allows for an understanding of what the specifically localised conditions are that effect maternity provision and that this may be (cautiously) extended to other similarly high-skilled and competitive work sites. Use a 'bargaining model' (Binmore et al. 1986) to analyse employees-employers' dynamics. Findings point to the number of female full professors have greatest impact in bargaining for generous maternity benefits – number of weeks with full salary replacement 5x more in institutions w/ large share of female professors and female academics of child-bearing age.

Fabian Cannizzo, Christian Mauri, Nick Osbaldiston. (2019) Moral barriers between work/life balance policy and practice in academia. *Journal of Cultural Economy* 12:4, pages 251-264

WLB

Fontinha, R., Easton, S. and Van Laar, D. (2019) Overtime and quality of working life in academics and non-academics: the role of perceived work-life balance. *International Journal of Stress Management*, 26 (2). pp. 173-183.

Fusulier, Bernard, and Chantal Nicole-Drancourt (2019) "Towards a Multi-Active Society: Daring to Imagine a New Work–Life Regime." *Parental Leave and Beyond: Recent International Developments, Current Issues and Future Directions*, edited by Peter Moss et al., 1st ed., Bristol University Press, Bristol, 2019, pp. 315–332

Separating productive and reproductive functions of life and work undermines efforts to create just and equal working conditions. Authors propose that “certain social policies...foster an alternative ‘reconciliation’ scenario, with the creation of a ‘multi-active society’ as the central goal.” (316) Work carried out in each sphere is valued differently and traditionally opposed to each other. The ‘worker and carer must be fully available in respective sphere. Work/family relationship is not only an issue for families to contend with, but society as a whole. More and more common everywhere is the “crisis of care.”(318)

Category of ‘woman’ unable to capture the mechanisms that reproduce gender inequalities – instead should talk about ‘mothers who lose out’ and ‘women who win.’ Utopian reimagining of a ‘multi-active society’ that approaches the person as whole and connected with the life cycle in view. This would be interesting to use as a basis for thinking of ideal approaches to work-life balance in institutions.

GEW, UCU and SULF (2010) Quality in Academia and Life: A joint strategy to improve Work-Life Balance  
[https://www.ucu.org.uk/media/7570/Quality-in-academia-and-life-A-joint-strategy-to-improve-work-life-balance-by-GEW-UCU-and-SULF/pdf/worklifebalance\\_final.pdf](https://www.ucu.org.uk/media/7570/Quality-in-academia-and-life-A-joint-strategy-to-improve-work-life-balance-by-GEW-UCU-and-SULF/pdf/worklifebalance_final.pdf) [last accessed 02/07/2020]

Kinman, Gail and Fiona Jones (2008) A Life Beyond Work? Job Demands, Work-Life Balance, and Wellbeing in UK Academics, *Journal of Human Behaviour in the Social Environment*, 17:1-2, 41-60

**WLB HE UK**

Summary: “Research findings from several countries suggest that academic work has become comparatively stressful, with potentially serious consequences for the workforce and the quality of higher education. This article reports the findings of a study that examined work demands, work-life balance and wellbeing in UK academic staff. Job demands and levels of psychological distress were high and working during evenings and weekends was commonplace. Most academics surveyed, however, were at least moderately satisfied with their jobs. Work-life balance was generally poor and most respondents wished for more separation between their work and home lives. Academics who reported more work-life conflict and perceived a greater discrepancy between their present and ideal levels of work-life integration tended to be less healthy, less satisfied with their jobs, and more likely to have seriously considered leaving academia. On the whole, academics that perceived more control over their work, more schedule flexibility and more support from their institutions had a better work-life balance. These factors, however, failed to moderate the relationship between work demands and perceptions of conflict between work and home.”

Lynch, K. (2010) Carelessness: A hidden doxa of higher education. *Arts and Humanities in Higher Education*, 9(1), 54–67.

Looks at implications of new public sector ‘reforms’ for the culture of higher education and argues that a “culture of carelessness” has been exacerbated by new managerialism. “Given the moral imperative on women to do care work (O’Brien, 2007) and on men to be care-less, the carelessness of higher education has highly gendered outcomes.”

Moreau, Marie-Pierre, and Murray Robertson (2017) *Carers and Careers: Career Development and Access to Leadership Positions among Academic Staff with Caring Responsibilities*. London: Leadership Foundation for Higher Education.

**care academic careers**

[https://www.academia.edu/34326218/Carers\\_and\\_careers\\_Career\\_development\\_and\\_access\\_to\\_leadership\\_positions\\_among\\_academic\\_sta\\_with\\_caring\\_responsibilities](https://www.academia.edu/34326218/Carers_and_careers_Career_development_and_access_to_leadership_positions_among_academic_sta_with_caring_responsibilities)

[last accessed 03/07/2020]

Report makes 4 sets of recommendations: 1) collecting data on carers; 2) making information accessible; 3) creating a carer-friendly culture through the development of policies specifically targeting carers and the mainstreaming of care in generic institutional policies; 4) putting and keeping care on the agenda.

Zábrodská, Kateřina, Jiří Mudrák, Iva Šolcová, Petr Květon, Marek Blatný & Kateřina Machovcová (2018) Burnout among university faculty: the central role of work–family conflict, *Educational Psychology*, 38:6, 800-819

**WLB WLC**

Research results, using a questionnaire drawn from measures of burnout and psychosocial work environment characteristics from the Copenhagen Psychosocial Questionnaire II, showed that the strongest predictor of burnout was work-family conflict (WFC), which had a direct positive effect on burnout and mediated the positive effect of quantitative demands on burnout. University management can most effectively address burnout in academic staff by implementing policies that reduce WFC, workload and administrative paperwork

### *News Articles*

Penny, L. 2015. Women Can't Have It All – Because the Game Is Rigged. *New Statesman*, 26 October.

<http://www.newstatesman.com/politics/feminism/2015/10/women-can-t-have-it-all-because-game-rigged> [last accessed 20/07/2020]

## Academic Careers and Motherhood

### *Articles/Reports*

Ahmad, S. (2017). Family or Future in the Academy? *Review of Educational Research*, 87(1), 204–239. <https://doi.org/10.3102/0034654316631626>  
**academic careers work-family policies USA**

The “pipeline model” supports an ideal model of an academic which is incompatible with academics who have caring responsibilities. Current institutional “family-friendly accommodations” are inadequate. A possible solution is to modify the pipeline model by significantly improving institutional work–family policies and providing child care centers. USA based.

Amsler, Sarah and Sara C. Motta. (2019) The marketised university and the politics of motherhood. *Gender and Education* 31:1, pages 82-99.  
**motherhood gender/feminist analysis neoliberalism**

“Understanding how dominant relations of race and class shape women’s capabilities to be regarded as ‘successful’, ‘valuable’ or ‘professional’ can decentre liberal concepts like ‘work-life balance’ (Penny 2015) and clarify how embodied struggles for care within the neoliberal university link to the broader gendered and racialised politics of social reproduction in education and beyond (Rollock et al. 2014).

Beddoes, Kacey, Alice L. Pawley. (2014) ‘Different people have different priorities’: work–family balance, gender, and the discourse of choice. *Studies in Higher Education* 39:9, pages 1573-1585.

Dickson, Martina. (2018) The joys and challenges of academic motherhood. *Women's Studies International Forum* 71, pages 76-84.

Harris, Candice, Barbara Myers, Katherine Ravenswood. (2019) Academic careers and parenting: identity, performance and surveillance. *Studies in Higher Education* 44:4, pages 708-718

Henderson, Emily F., Marie-Pierre Moreau. (2020) Carefree conferences? Academics with caring responsibilities performing mobile academic subjectivities. *Gender and Education* 32:1, pages 70-85.

**care academic careers**

Article looks at the contradiction in academia in which imperative of academic mobility conflicts with the inclusion imperative: “expectations of freely mobile academics intersect and conflict with the concurrent expectations that the profession should accommodate a diverse body of academics, with specific reference to academics with caring responsibilities.” Looks specifically at academic conferences.

Low, Katharine & Diana Damian Martin (2019) Surviving, but not thriving: the politics of care and the experience of motherhood in academia, *Research in Drama Education: The Journal of Applied Theatre and Performance*, 24:3, 426-432

Authors “reframe motherhood not as a limited condition, but as a valuable, plural subjective experience that brings much to alternative means of knowledge-production, to embodiment and care.”

Maxwell, Nicola, Linda Connolly, Caitríona Ní Laoire. (2018) Informality, emotion and gendered career paths: The hidden toll of maternity leave on female academics and researchers. *Gender, Work & Organization* 4.

**caring careers maternity leave**

Mirick, Rebecca G., Stephanie P. Wladkowski. (2018) Pregnancy, Motherhood, and Academic Career Goals. *Affilia* 33:2, pages 253-269.

**USA doctoral students**

Moreau, Marie-Pierre, and Murray Robertson. 2017. *Carers and Careers: Career Development and Access to Leadership Positions among Academic Staff with Caring Responsibilities*. London: Leadership Foundation for Higher Education.

**care academic careers**

[https://www.academia.edu/34326218/Carers\\_and\\_careers\\_Career\\_development\\_and\\_access\\_to\\_leadership\\_positions\\_among\\_academic\\_sta\\_with\\_caring\\_responsibilities](https://www.academia.edu/34326218/Carers_and_careers_Career_development_and_access_to_leadership_positions_among_academic_sta_with_caring_responsibilities)

[last accessed 03/07/2020]

Raddon, Arwen (2002) Mothers in the Academy: Positioned and positioning within discourses of the 'successful academic' and the 'good mother', *Studies in Higher Education*, 27:4, 387-403

Riad, Sally. (2007) Under the Desk: On Becoming a Mother in the Workplace. *Culture and Organization* 13:3, pages 205-222.

Santos, Gina Gaio. (2015) Narratives about Work and Family Life among Portuguese Academics. *Gender, Work & Organization* 22:1, pages 1-15.

van Engen, Marloes L., Inge L. Bleijenbergh & Susanne E. Beijer (2019) Conforming, accommodating, or resisting? How parents in academia negotiate their professional identity, *Studies in Higher Education*

Yarwood, Gemma Anne, Abigail Locke. (2016) Work, parenting and gender: the care–work negotiations of three couple relationships in the UK. *Community, Work & Family* 19:3, pages 362-377.

## WLB Policies and Tools

### *Articles/Reports*

Acker, J. (2006). Inequality regimes: Gender, class, and race in organizations. *Gender & Society*, 20(4), 441–464

School of Social and Political Science People+ Committee (2018) University of Edinburgh Maternity Policies Discussion Paper

### *Policies*

The University of Edinburgh (2020) Guidance for Managers Supporting your team adapting to new ways of working (Updated 31 July 2020 to reflect pausing of 'shielding') [https://www.ed.ac.uk/files/atoms/files/new\\_manager\\_guidance\\_-\\_adapting\\_to\\_new\\_ways\\_of\\_working\\_0.pdf](https://www.ed.ac.uk/files/atoms/files/new_manager_guidance_-_adapting_to_new_ways_of_working_0.pdf) [last accessed 10/08/2020]

# COVID-19 Gendered Impacts

## Digital Resources

### *Web Sites*

Centering the Needs of Early Career Scholars and Graduate Students in Education Research: An AERA-Spencer Inquiry into the COVID-19 Pandemic Impacts  
“AERA and Spencer Foundation to Examine the Impact of the COVID-19 Pandemic on the Most Vulnerable Members of the Education Research Field”

<https://www.aera.net/Newsroom/AERA-and-Spencer-Foundation-to-Examine-the-Impact-of-the-COVID-19-Pandemic-on-the-Most-Vulnerable-Members-of-the-Education-Research-Field> [last accessed 12/06/2020]

COVID Inequality Project

<https://sites.google.com/view/covidinequality/> [last accessed 11/06/2020]

Feminist Response to Covid-19

International site including Resources by country and topic.

<https://www.feministcovidresponse.com/resources>

Gender and Covid-19 Mendeley

<https://www.mendeley.com/community/gender-and-covid-19/>

A collection of research, studies and other references covering the sex and gender dimensions of the COVID-19 pandemic, caused by the SARS-CoV-2 coronavirus.

Solidarity and Care during the COVID-19 Pandemic

<https://www.solidarityandcare.org/> [last accessed 17/06/2020]

A public platform supported and produced by The Sociological Review that documents and reports on the lived experiences, caring strategies and solidarity initiatives of diverse people and groups across the globe during the COVID-19 pandemic.

Survey: Glitch & EAW examine online abuse during Covid-19

Anti-online abuse charity, Glitch, and the End Violence Against Women Coalition (EVAW) have today (12 June) launched a survey into how Covid-19 is impacting gender-based online violence for women and non-binary people.

<https://www.endviolenceagainstwomen.org.uk/new-survey-glitch-evaw-examine-online-abuse-during-covid-19/> [last accessed 18/06/2020]

United Nations Human Rights: Call for submissions: COVID-19 and the increase of domestic violence against women  
[https://www.ohchr.org/EN/Issues/Women/SRWomen/Pages/call\\_covid19.aspx](https://www.ohchr.org/EN/Issues/Women/SRWomen/Pages/call_covid19.aspx) [last accessed 19/06/2020]

In her upcoming report to the General Assembly, to be presented in October 2020, the Special Rapporteur on violence against women will address the topic of COVID-19 and the increase of violence against women, with a focus on domestic violence. To that end, the Special Rapporteur wishes to receive all relevant information on the increase of gender-based violence against women and domestic violence in the context of the COVID-19 pandemic from civil society, States, National Human Rights Institutions, international organisations, academia and other stakeholders. All submissions should be sent to [vaw@ohchr.org](mailto:vaw@ohchr.org) as soon as possible, and will be received until 30 June 2020. You are kindly requested to provide your submissions in English, French or Spanish. Kindly indicate if you DO NOT wish your submission to be made publicly available.

### *Call for Papers*

#### Politics & Gender

Gender, Politics, and the Global Pandemic - Politics & Gender are accepting short research notes (2,000 words or less) addressing questions related to gender, politics, and the coronavirus pandemic for rapid peer review and publication. Deadline: June 30, 2020

<https://www.cambridge.org/core/journals/politics-and-gender>

#### DEMETER PRESS CALL FOR PAPERS

Mothers, Mothering, and the COVID-19 Pandemic

Co-editors: Andrea O'Reilly and Fiona Joy Green

Deadline: July 1, 2020

<http://demeterpress.org/wp-content/uploads/2020/04/covidcfPfinal.pdf>

#### Gender, Work & Organization

Feminism in pandemic times: Reflections and experiences around COVID-19 and beyond

Contributions can be submitted online at <https://mc.manuscriptcentral.com/gwo> by selecting the 'Feminist Frontiers' section at Stage 1 of submission. We will act quickly to review and publish your papers. All enquiries can be sent to the GWO editors responsible for this call: Banu Ozkazanc-Pan: [banu\\_ozkazanc-pan@brown.edu](mailto:banu_ozkazanc-pan@brown.edu)

Alison Pullen: [alison.pullen@mq.edu.au](mailto:alison.pullen@mq.edu.au)

Feminist Review - Online Writing Workshop – Call for Applications

To apply, please email the following to [feministreview@soas.ac.uk](mailto:feministreview@soas.ac.uk) with subject heading “FR Writing Workshop Application” by 31 May 2020, midnight BST. See:

<https://femrev.wordpress.com/2020/05/19/fr-online-writing-workshop-call-for-applications/>

*Podcasts/News Clips/Videos*

Crenshaw, Kimberly, 9. Under the Blacklight: The Intersectional Vulnerabilities that COVID Lays Bare

<https://soundcloud.com/intersectionality-matters/ep-9-under-the-blacklight-the-intersectional-vulnerabilities-that-covid-lays-bare>

ESRC - Coronavirus and the economy: Who’s looking after the kids?

<https://www.ifs.org.uk/podcast>

Fawcett Society (2020) CoronaVirus Conversations: Coronavirus is deepening racial inequalities: What needs to change? June 17

<https://www.fawcettsociety.org.uk/Event/coronavirus-is-deepening-racial-inequalities-what-needs-to-change> [last accessed 01/07/2020]

This event asks: How are different ethnic minority groups affected by COVID-19 and the lockdown? How are women of colour affected? What are the reasons for this? What needs to change now? And how can we build a better future?

On the Engender: The Briefing Ep. 2

<https://ontheengender.libsyn.com/on-the-engender-the-briefing-0>

Discussion of difference in men's and women's access to the 'furlough' scheme, why we need to know more about how women are spending their time, and the importance of gender-sensitive sex-disaggregated data.

## Covid-19 and EDI

### Covid-19 lockdowns - Impact/Considerations

*Articles/Reports*

Alon, Titan, Matthias Doepke, Jane Olmstead-Rumsey, Michèle Tertilt (March 2020) The Impact of COVID-19 on Gender Equality

[feminist/gender analysis equality employment childcare](#)

[http://faculty.wcas.northwestern.edu/~mdo738/research/COVID19\\_Gender\\_March\\_2020.pdf?campaign\\_id=10&emc=edit\\_gn\\_20200331&instance\\_id=17223&nl=in-her-words&regi\\_id=70888943&segment\\_id=23427&te=1&user\\_id=e0b62bca98be50572d286b8e7c414f96](http://faculty.wcas.northwestern.edu/~mdo738/research/COVID19_Gender_March_2020.pdf?campaign_id=10&emc=edit_gn_20200331&instance_id=17223&nl=in-her-words&regi_id=70888943&segment_id=23427&te=1&user_id=e0b62bca98be50572d286b8e7c414f96)

Primarily looks at the impact of lockdown on employment of women and makes various policy recommendations.

Bali, Sulzhan et al (2020) Off the back burner: diverse and gender-inclusive decision-making for COVID-19 response and recovery  
equality

<https://gh.bmj.com/content/5/5/e002595> [last accessed 15/06/2020]

“In addition to being ethical, diverse and gender inclusive decision-making will yield innovation and knowledge dividends, limit group-think and promote greater accountability for an adaptive response and resilient recovery to COVID-19.”

Blundell, Richard et al (2020) Covid-19: the impacts of the pandemic on inequality  
equality

<https://www.ifs.org.uk/uploads/Covid-19-and-inequalities-IFS.pdf> [last accessed 15/06/2020]

Report is a summary of the impacts of the crisis on inequalities across several key domains of life.

Christoffersen, Ashlee (May 15, 2020) Race, Intersectionality and Covid-19  
feminist/gender analysis intersectionality equality

<https://discoversociety.org/2020/05/15/race-intersectionality-and-covid-19/>

Brief article - “homogenising equality groups tends to privilege the advantaged within-groups: generalising across the category based on one particular position within it, effacing intersectional marginalisation in the process. Furthermore, the category BME/BAME can discursively de-gender women of colour. In the light of this, this article will reflect on the intersections of race and ethnicity with other inequalities, which we might bear in mind when reflecting on racial and ethnic inequalities and Covid-19, and which suggest possible directions for future research into inequalities and the pandemic. These intersections include disability, gender and gender identity, and sexual orientation, among other salient ones: class, nationality, migration status, and faith.”

Engender, Briefing: Women and COVID-19 (2020a)

feminist/gender analysis Scotland

<https://www.engender.org.uk/content/publications/Engender-Briefing---Women-and-COVID-19.pdf>

Report covers period up to 26th March 2020.

Engender (2020b) Covid-19: Gathering and using data to ensure that the response integrates women's equality and rights

feminist/gender analysis Scotland

<https://www.engender.org.uk/content/publications/Covid-19-Gathering-and-using-data-to-ensure-that-the-response-integrates-womens-equality-and-rights.pdf> [last accessed 08/06/2020]

Engender & Close the Gap (2020) Gender & Economic Recovery, May

feminist/gender analysis economy

<https://www.closesthegap.org.uk/content/resources/Gender--Economic-Recovery---Engender-and-Close-the-Gap.pdf> [last accessed 23/06/2020]

Fawcett Society (2020) BAME women and Covid-19 – Research evidence

equality BAME feminist/gender analysis

<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=cae4917f-1df3-4ab8-94e7-550c23bdc9cf> [Last accessed 08/09/2020]

“This briefing looks at how coronavirus is impacting Black and Asian women and women from ethnic minority backgrounds. The briefing is published jointly with Women's Budget Group, Queen Mary University of London and the London School of Economics.”

Hankivsky, Olena and Anuj Kapilashrami (2020) Beyond sex and gender analysis: an intersectional view of the COVID-19 pandemic outbreak and response

policy brief feminist/gender analysis intersectionality

[https://mspgh.unimelb.edu.au/\\_data/assets/pdf\\_file/0011/3334889/Policy-brief\\_v3.pdf](https://mspgh.unimelb.edu.au/_data/assets/pdf_file/0011/3334889/Policy-brief_v3.pdf)

Hennekam, Sophie and Yuliya Shymko (2020) Coping with the COVID-19 Crisis: Force Majeure and Gender Performativity, Gender, Work & Organization, May 21

household feminist/gender analysis performativity

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/gwao.12479>

Authors argue that “households” are what Karl Weick (1993) called “minimal organizations” and like all “established structures of relations” are vulnerable to abrupt losses of meaning. Authors undertook a qualitative case-study in France to examine

how individuals made sense of and coped with the pandemic lockdown. Results found that sense-making was gender-centric - masculine and feminine gender performativity increased as well as brought about intensification of self-awareness of gender roles.

Lieberman, Amy (April 6, 2020) Q&A: UN Women envisions a more gender-equal post-pandemic society

[gender data feminist analysis/statement](#)

<https://www.devex.com/news/q-a-un-women-envisions-a-more-gender-equal-post-pandemic-society-96929>

Interview with Bhatia, deputy executive director at UN Women, about aftermath of Covid in regards to gender equality.

Malisch, Jessica L. et al (2020) Opinion: In the wake of COVID-19, academia needs new solutions to ensure gender equity, June 17

[feminist/gender analysis academia](#)

<https://www.pnas.org/content/early/2020/06/16/2010636117> [last accessed 19/06/2020]

“Many women academics will likely bear a greater burden during the coronavirus disease 2019 (COVID-19) pandemic. Academia needs to enact solutions to retain and promote women faculty who already face disparities regarding merit, tenure, and promotion.”

Mukhtar, Sonia (2020) Feminism and gendered impact of COVID-19: Perspective of a counselling psychologist

[feminist/gender analysis mental health](#)

<https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12482> [last accessed 18/06/2020]

OECD (2020). ‘Women at the Core of the Fight against Covid-19 crisis.’ Organisation for Economic Cooperation and Development

[https://read.oecdilibrary.org/view/?ref=127\\_127000-awfnqj80me&title=Women-at-the-core-of-the-fightagainst-Covid-19-crisis](https://read.oecdilibrary.org/view/?ref=127_127000-awfnqj80me&title=Women-at-the-core-of-the-fightagainst-Covid-19-crisis) [last accessed 11/06/2020]

de Paz, Carmen, Miriam Muller, Ana Maria Munoz Boudet and Isis Gaddis, Gender Dimensions of the COVID-19 Pandemic (April 2020)

[feminist/gender analysis](#)

<https://elibrary.worldbank.org/doi/abs/10.1596/33622>

Abstract: Experiences from previous pandemics and large-scale shocks show that these crises often affect men and women differently. Specifically, the effectiveness of policy actions and the prevention of costly reversals in the progress achieved towards greater gender equality will crucially depend on how gender considerations are reflected in the

examination of potential impacts of and responses to COVID-19. Not only women and girls can be expected to be impacted differently, but they can also play different roles in the response vis-à-vis men and boys that could enhance the likelihood of success.

Qureshi, Kaveri et al (April 24, 2020) Ethnic minorities and the UK's COVID-19 response

**race equality**

[https://ghpu.sps.ed.ac.uk/wp-content/uploads/2020/04/Qureshi-Kasstan-Meer-Hill\\_working-paper\\_COVID19-ethnic-minorities\\_240420.pdf](https://ghpu.sps.ed.ac.uk/wp-content/uploads/2020/04/Qureshi-Kasstan-Meer-Hill_working-paper_COVID19-ethnic-minorities_240420.pdf) [last accessed 05/06/2020]

Concern about those with immigration status are subject to NHS surcharge. Ethnic minority workers more likely to be on temporary work contracts - university?

UN Women (March 19 2020) Paying attention to women's needs and leadership will strengthen COVID-19 response

**feminist/gender statement/analysis care DV**

<https://www.unwomen.org/en/news/stories/2020/3/news-womens-needs-and-leadership-in-covid-19-response>

Report issues recommendations, placing women's needs and leadership at the heart of effective response to COVID-19, including - Ensure availability of sex-disaggregated data, including on differing rates of infection, differential economic impacts, differential care burden, and incidence of domestic violence and sexual abuse.

United Nations (April 2020). Policy Brief: The Impact of COVID-10 on Women.

**feminist/gender statement/analysis**

<https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2020/06/report/policy-brief-the-impact-of-covid-19-on-women/policy-brief-the-impact-of-covid-19-on-women-en-1.pdf> [last accessed 08/06]

“The year 2020, marking the twenty-fifth anniversary of the Beijing Platform for Action, was intended to be ground-breaking for gender equality. Instead, with the spread of the COVID-19 pandemic even the limited gains made in the past decades are at risk of being rolled back. The pandemic is deepening pre-existing inequalities, exposing vulnerabilities in social, political and economic systems which are in turn amplifying the impacts of the pandemic. Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex.”

United Nations Population Fund (March 5 2020a) UNFPA statement on novel coronavirus (COVID-19) and pregnancy international gender analysis/statement **feminist/gender statement/analysis pregnancy**  
<https://www.unfpa.org/press/unfpa-statement-novel-coronavirus-covid-19-and-pregnancy>

United Nations Population Fund (2020b) Covid-19: A Gender Lens Technical Brief Protecting Sexual and Reproductive Health and Rights, and Promoting Gender Equality **feminist/gender statement/analysis**  
<https://www.unfpa.org/resources/covid-19-gender-lens>

University and College Union (UCU)(2020) Equality issues during Covid-19 **academia EDI**  
[https://www.ucu.org.uk/media/10869/Equality-issues-during-Covid-19-UCU-briefing/pdf/ucu\\_covid-19\\_equality-briefing.pdf](https://www.ucu.org.uk/media/10869/Equality-issues-during-Covid-19-UCU-briefing/pdf/ucu_covid-19_equality-briefing.pdf) [last accessed 24/07/2020]

Women's Budget Group (2020) UK Policy Briefings, Crises Collide: Women and Covid-19, Thursday 9th April 2020 **feminist/gender analysis**  
<https://wbg.org.uk/analysis/uk-policy-briefings/crises-collide-women-and-covid-19/> [last accessed 08/06/2020]

“Covid-19 is a global public health crisis which is fast developing into a serious economic crisis. It collides with pre-existing inequalities so that different groups of women will be disproportionately and differently impacted.”

Women's Budget Group, Fawcett Society, Queen Mary University of London and London School of Economics (2020) Disabled women and Covid-19 - Research evidence, June 16 **EDI feminist/gender analysis**  
<https://www.fawcettsociety.org.uk/Handlers/Download.ashx?IDMF=dfe86f38-0d6f-423f-890a-150a8dced864> [last accessed 16/06/2020]

Yu, Ai (2020) Digital surveillance in post-coronavirus China: A feminist view on the price we pay  
<https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12471> [last accessed 18/06/2020]

“Abstract: In this piece, I look at the question — are we worth saving and if so at what cost? — through a Foucault-inspired feminist lens on surveillance. I examine a case that illustrates how digital surveillance, despite being perceived as a successful development in China's response to COVID-19, reinforces the country's gender-biased discourses on contagious disease and sexuality. In doing so, I want to emphasize that the states of exception that governments can establish and extend are not

gender-neutral. Given the feminist interest in and responsibility for life, this fact compels us to react to states of exception from a freedom-enabled gender perspective. It is to be hoped that this perspective would then help to promote socio-political practices that allowed society to challenge the normalizing male gaze induced by digital surveillance.”

Zarkov, D. (2020). On economy, health and politics of the Covid19 pandemic. *European Journal of Women's Studies*.

<https://doi.org/10.1177/1350506820923628>

### *News articles*

Arj, Singh (2020) Keir Starmer Says Women Should Have 'Right To Know' Male Colleagues' Pay, May 29

employment feminist/gender analysis equality

[https://www.huffingtonpost.co.uk/entry/keir-starmer-equal-pay-coronavirus\\_uk\\_5ecff3fcc5b6545f2d186429](https://www.huffingtonpost.co.uk/entry/keir-starmer-equal-pay-coronavirus_uk_5ecff3fcc5b6545f2d186429)

Bennett, Catherine (April 11, 2020) Memo to the UK: women's voices can also be useful in this crisis

<https://www.theguardian.com/commentisfree/2020/apr/11/memo-to-the-uk-womens-voices-can-also-be-useful-in-this-crisis>

Bhopal, Kalwant (2020) Business as usual? Race, white privilege and COVID-19, June 3

EDI

<https://campaignforsocialscience.org.uk/news/business-as-usual-race-white-privilege-and-covid-19/> [last accessed 18/06/2020]

Brabazon, Honor (2020) The academy's neoliberal response to COVID-19: Why faculty should be wary and how we can push back, May 29

academia

<https://academicmatters.ca/neoliberal-response-to-covid-19/> [last accessed 18/06/2020]

Chemaly, S. (2020, April 21). Coronavirus could hurt women the most. Here's how to prevent a patriarchal pandemic. *Think. Opinion, Analysis, Essays*.

feminist/gender analysis equality care

<https://www.nbcnews.com/think/opinion/coronavirus-could-hurt-women-most-here-s-how-prevent-patriarchal-ncna1186581>

Because women do the bulk of unpaid domestic and care work, they are also particularly hard hit by public health crises and pandemics.

Drybread, Kristen (2020) My gig work as a professor is more precarious than ever in this pandemic, June 3

academia precarity employment

[https://www.theguardian.com/education/2020/jun/03/my-gig-work-as-a-professor-is-more-precarious-than-ever-in-this-pandemic?CMP=Share\\_iOSApp\\_Other](https://www.theguardian.com/education/2020/jun/03/my-gig-work-as-a-professor-is-more-precarious-than-ever-in-this-pandemic?CMP=Share_iOSApp_Other) [last accessed 16/06/2020]

Gillard, Julia (2020) The impacts of Covid-19 are gendered – but there may be cause for hope, April 30

feminist/gender analysis

<https://www.kcl.ac.uk/news/the-impacts-of-covid-19-are-gendered-but-there-may-be-cause-for-hope> [last accessed 08/06/2020]

“we have to be pushing employers now to keep gender impacts front of mind. We especially cannot allow the slow progress we are making on gender equality to be reversed.....Second, there are some indications that because families are in lockdown together, new patterns of domestic responsibility are emerging. Where there are two caregivers who are working from home, there is an increased opportunity to share domestic load. The challenge is how to spread this approach to more families and not revert to more unequal and gendered distributions of domestic labour once the crisis abates.”

Guyan, Kevin (March 30 2020) An equality impact assessment of COVID-19 in the UK

[https://medium.com/@kevin\\_guyan/when-the-dust-settles-2ef133879764](https://medium.com/@kevin_guyan/when-the-dust-settles-2ef133879764)

Haroon, Siddique (2020) Coronavirus UK: BAME women suffer harder financial hit equality employment feminist/gender analysis BAME

[https://www.theguardian.com/world/2020/jun/08/coronavirus-uk-bame-women-suffer-harder-financial-hit?CMP=Share\\_AndroidApp\\_Tweet](https://www.theguardian.com/world/2020/jun/08/coronavirus-uk-bame-women-suffer-harder-financial-hit?CMP=Share_AndroidApp_Tweet) [last accessed 08/06/2020]

Khan, Omar (2020) Coronavirus exposes how riddled Britain is with racial inequality race equality

<https://www.theguardian.com/commentisfree/2020/apr/20/coronavirus-racial-inequality-uk-housing-employment-health-bame-covid-19> [last accessed 11/06/2020]

New Fawcett Society report shows that “Black, Asian and minority ethnic women in the UK are suffering greater financial and psychological consequences from the coronavirus pandemic than their white counterparts.”

Lewis, Anastasia (2020) Women are losing out from Covid-19 economic measures, May 19

gender/feminist analysis employment parents

<https://www.kcl.ac.uk/news/women-are-losing-out-from-covid-19-economic-measures>

[last accessed 04/06/2020]

Lewis, Helen, March 19, 2020, The Coronavirus Is a Disaster for Feminism: Pandemics affect men and women differently

[https://www.theatlantic.com/international/archive/2020/03/feminism-womens-rights-coronavirus-covid19/608302/?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=masthead-newsletter&utm\\_content=20200418&silverid-ref=NDYxNTQ2NzA3Njc4S0](https://www.theatlantic.com/international/archive/2020/03/feminism-womens-rights-coronavirus-covid19/608302/?utm_source=newsletter&utm_medium=email&utm_campaign=masthead-newsletter&utm_content=20200418&silverid-ref=NDYxNTQ2NzA3Njc4S0)

Argues that there is a lack of collection of gender disaggregated data.

McKie, Anna (2020) Tackling racism has to be a priority for universities, forum told, June 20

EDI academia

<https://www.timeshighereducation.com/news/tackling-racism-has-be-priority-universities-forum-told> [last accessed 29/06/2020]

Mohdin, Amna, BAME women make up 55% of UK pregnancy hospitalisations with Covid-19

pregnancy Covid-19 BAME media article

[https://www.theguardian.com/world/2020/may/16/bame-majority-pregnant-women-hospitalised-covid-19-troubling-midwives?CMP=Share\\_AndroidApp\\_Tweet](https://www.theguardian.com/world/2020/may/16/bame-majority-pregnant-women-hospitalised-covid-19-troubling-midwives?CMP=Share_AndroidApp_Tweet)

Oppenheim, Maya (4 May 2020) Coronavirus crisis broadening gender gap and aggravating existing inequality, report finds

<https://www.independent.co.uk/news/uk/home-news/coronavirus-uk-women-gender-gap-inequality-sex-a9497626.html>

Siddique, Haroon, UK women bear emotional brunt of Covid-19 turmoil – poll

women coping

<https://www.theguardian.com/world/2020/may/20/uk-women-bear-emotional-brunt-of-covid-19-turmoil-poll>

Taylor, Diane (May 7 2020 ) Home Office's denial of benefits to migrant families unlawful, court rules

precarity immigration status

<https://www.theguardian.com/society/2020/may/07/home-offices-denial-of-benefits-to-migrant-families-unlawful-court-rules>

Topping, Alexandra (2020) Covid-19 crisis could set women back decades, experts fear, May 29

employment, feminist/gender analysis, maternity, childcare VAW

<https://www.theguardian.com/world/2020/may/29/covid-19-crisis-could-set-women-back-decades-experts-fear>

Wenham C, Smith J, Morgan R; Gender and COVID-19 Working Group (2020) COVID-19: the gendered impacts of the outbreak.

feminist/gender analysis

[https://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736\(20\)30526-2.pdf](https://www.thelancet.com/pdfs/journals/lancet/PIIS0140-6736(20)30526-2.pdf) [last accessed 15/06/2020]

Zuccala, Emanuela (2020) How the coronavirus crisis is hurting women, April 6

<https://english.elpais.com/society/2020-04-06/how-the-coronavirus-crisis-is-hurting-women.html>

### *Blogs*

Mantouvalou, Katerina (2020) COVID-19 and gender-blind responses: key policies adopted across the UK and EU put many women at risk

feminist/gender analysis

<https://blogs.lse.ac.uk/politicsandpolicy/covid-19-gender/> [last accessed 0/06/2020]

Argues “there is an urgent need to incorporate a gender analysis into both the development and implementation of COVID-19 policy responses. Organisations are raising alarm bells about the risks that gender-blind policies have on women, particularly those belonging to potentially vulnerable groups. The European Institute for Gender Equality will soon publish a webpage with more information about the coronavirus pandemic from a gender perspective. Others have called on governments to learn from gender analysis of past outbreaks to ensure that interventions affect women and men equitably. Governments should listen to them before further damage is done.”

Norman, Jenna, Gender and Covid-19: the immediate impact the crisis is having on women (April 23, 2020)

gender race immigration equality

<https://blogs.lse.ac.uk/politicsandpolicy/gender-and-covid19/>

O’Connell, Shannon, Breaking Down Gendered Power Norms during the Pandemic and Beyond, April 2 2020

opinion re-imagining futures

<https://www.globalpolicyjournal.com/blog/02/04/2020/breaking-down-gendered-power-norms-during-pandemic-and-beyond>

Impact of social and economic responses to the virus are inextricably linked to gender and is an opportunity to restructure gendered power norms.

O'Donnell, Megan (March 18, 2020) Playing the Long Game: How a Gender Lens Can Mitigate Harm Caused by Pandemics

**feminist commentary/analysis**

<https://www.cgdev.org/blog/playing-long-game-how-gender-lens-can-mitigate-harm-caused-pandemics>

O'Hagan, Angela (April 24, 2020) Inequalities in a crisis reinforce the need for a gendered lens in policy making:

<https://www.caledonianblogs.net/wise/2020/04/24/inequalities-in-a-crisis-reinforce-the-need-for-a-gendered-lens-in-policy-making/>

Portilla, Karla Perez (2020) Responding to systemic discrimination using an intersectional approach: ideas to meet the disparate impacts of Covid-19

**feminist/gender analysis inequality BAME**

<https://www.caledonianblogs.net/wise/2020/06/11/responding-to-systemic-discrimination-using-an-intersectional-approach-ideas-to-meet-the-disparate-impacts-of-covid-19/> [last accessed 12/06/2020]

Exploration of how to use an intersectional approach to uncover the disparate impacts of Covid-19.

Watchorn, Deirdre and Esther Heckendorf (2020) We Asked 3,000+ Academics How They're Coping with Covid-19: This is What We Found, June 17

**academia**

<https://blog.degruyter.com/we-asked-3000-academics-how-theyre-coping-with-covid-19-this-is-what-we-found/> [last accessed 17/06/2020]

## Care - Value of

### *Articles/Reports*

Bahn, K, Cohen, J, van der Meulen Rodgers, Y., "A Feminist Perspective on COVID-19 and the Value of Care Work Globally," Gender Work Organisation, May 7, 2020.

**feminist/gender analysis feminist economics care**

<https://doi.org/10.1111/gwao.12459> [last accessed 09/0/2020]

COVID-19 has exposed the foundational role of care work, both paid and unpaid, to functioning societies and economies and a comprehensive response must recognize gendered care work as an integral part of the economic system that promotes human well-being for all.

Corbera, Esteve, Isabelle Anguelovski, Jordi Honey-Rosés & Isabel Ruiz-Mallén (2020) Academia in the Time of COVID-19: Towards an Ethics of Care, Planning Theory & Practice

care academia re-imagined futures

<https://www.tandfonline.com/doi/full/10.1080/14649357.2020.1757891>

A culture of care in academia is needed “redefine excellence in teaching and research.” This could make academic practice more respectful and sustainable. This entails “re-assessing the social-psychological, political, and environmental implications of academic activities and our value systems.”

Dattani, Kavita (2020) RETHINKING SOCIAL REPRODUCTION IN THE TIME OF COVID-19, Journal of Australian Political Economy No. 85, pp. 51-6

feminist/gender analysis social reproduction

[https://www.ppesydney.net/content/uploads/2020/06/10\\_Dattani.pdf](https://www.ppesydney.net/content/uploads/2020/06/10_Dattani.pdf) [last accessed 11/06/2020]

“The COVID-19 crisis is transforming women’s experiences in the household, for the worse.”

European Women’s Lobby (2020) Women must not pay the price for COVID-19! Putting equality between women and men at the heart of the response to COVID-19 across Europe (April 2020)

care economy re-imagining futures

[https://womenlobby.org/IMG/pdf/ewl\\_policy\\_brief\\_on\\_covid-19\\_impact\\_on\\_women\\_and\\_girls-2.pdf](https://womenlobby.org/IMG/pdf/ewl_policy_brief_on_covid-19_impact_on_women_and_girls-2.pdf)

From page 8: “Placing care at the centre of our economy The contribution of women to the economy, often unpaid and undervalued, has never been so visible. As a lesson learned, we call on the EU and its Member States to rethink ‘equal work for equal value’, particularly in underpaid, predominantly feminised sectors such as care, education and social services. This crisis demonstrates the urgency to move beyond an outdated male breadwinner model in which women’s roles are confined to a caretaker role. In looking ahead and beyond the crisis at the lessons learned, the EU and its Member States must rethink care as a public investment rather than as a matter of public spending.”

European Women's Lobby (2019) Purple Pact: A feminist approach to the economy (In particular Chapter 2)

care economy re-imagined futures

[https://womenlobby.org/IMG/pdf/purplepact\\_publication\\_web.pdf](https://womenlobby.org/IMG/pdf/purplepact_publication_web.pdf) [last accessed 11/06/2020]

Hughes, Holly (2020) The value of childcare and Covid-19: A nursery worker's perspective

care

<https://futuresofwork.co.uk/2020/05/07/the-value-of-childcare-and-covid-19-a-nursery-workers-perspective/> [last accessed 11/06/2020]

O'Shea, SC. (2020) Isolation. *Gender Work Organ.* 2020; 1– 6, May 11

care autoethnography

<https://doi.org/10.1111/gwao.12464> [last accessed 09/08/2020]

Pascal, Chris, Tony Bertram, Carl Cullinane and Erica Holt-White (2020) COVID-19 and Social Mobility Impact Brief #4: Early Years

childcare

<https://www.suttontrust.com/wp-content/uploads/2020/06/Early-Years-Impact-Brief.pdf> [last accessed 03/07/2020]

Thomason, B, Macias-Alonso, I. COVID-19 and raising the value of care. *Gender Work Organ.* 2020; 1– 4.

Care feminist/gender analysis

<https://doi-org.ezproxy.is.ed.ac.uk/10.1111/gwao.12461> [last accessed 15/06/2020]

Thomson, Emily (2020) Gender & Inclusive Growth: Making inclusive growth work for women in Scotland, May 2020

care gender/feminist analysis employment feminist economics

<https://www.closesthegap.org.uk/content/resources/Gender-and-Inclusive-Growth---Making-inclusive-growth-work-for-women-in-Scotland.pdf> [last accessed 04/06/2020]

Women's Budget Group (WBG) (2020) A Care-Led Recovery from Coronavirus: The case for investment in care as a better post-pandemic economic stimulus than investment in construction, June

care value of economy re-imagined futures

<https://wbg.org.uk/wp-content/uploads/2020/06/Care-led-recovery-final.pdf> [last accessed 01/07/2020]

## News Articles

Abukar, Jasmine (2020) For Colored Girls in Academia Who Have Burned Out / When Rest Is Enough

gender/feminist analysis care self-care academia

<https://medium.com/the-faculty/for-colored-girls-in-academia-who-have-burned-out-when-rest-is-enough-c8910feb31b2> [last accessed 12/06/2020]

Author's note: This piece is unapologetically for and about Black women. It contributes to a body of work that is meant to be an in-group conversation among such women.

Content warning: suicide.

Berry, Christine (2020) If we need childcare to reopen the UK economy, why is it so undervalued?, May 23

opinion childcare

[https://www.theguardian.com/commentisfree/2020/may/23/childcare-reopen-economy-children-school-coronavirus?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/commentisfree/2020/may/23/childcare-reopen-economy-children-school-coronavirus?CMP=Share_AndroidApp_Gmail)

“the essential role of unpaid childcare is still ignored.”

Chang, Cleo (2020) Taking Care of Each Other Is Essential Work, April 7

care feminist/gender analysis re-imagining futures

[https://www.vice.com/en\\_us/article/jge39g/taking-care-of-each-other-is-essential-work](https://www.vice.com/en_us/article/jge39g/taking-care-of-each-other-is-essential-work)

As coronavirus shows us the value of care, theorist Nancy Fraser asks us to imagine a more socialist feminist future.

Featherstone, Liza (2020) The Pandemic Is a Family Emergency: How the coronavirus exposes a crisis of care work

care

[https://newrepublic.com/article/157528/coronavirus-pandemic-family-care-work-crisis-social-reproduction-theory?utm\\_source=social&utm\\_medium=facebook&utm\\_campaign=harebtn&fbclid=IwAR1I2ATxO5mIZ7rriB4jcTlytADluyVseKyztTbq\\_J63qm03HXxV7-BsZfs](https://newrepublic.com/article/157528/coronavirus-pandemic-family-care-work-crisis-social-reproduction-theory?utm_source=social&utm_medium=facebook&utm_campaign=harebtn&fbclid=IwAR1I2ATxO5mIZ7rriB4jcTlytADluyVseKyztTbq_J63qm03HXxV7-BsZfs) [last accessed 15/06/2020]

Jaffe, Sarah (2020) Social Reproduction and the Pandemic, with Tithi Bhattacharya, April 2

care feminist/gender analysis

[https://www.dissentmagazine.org/online\\_articles/social-reproduction-and-the-pandemic-with-tithi-bhattacharya](https://www.dissentmagazine.org/online_articles/social-reproduction-and-the-pandemic-with-tithi-bhattacharya) [last accessed 15/06/2020]

“The coronavirus crisis has made clear that care and life-making work are the essential work of society.”

Weale, Sally (2020) Nursery closures 'hugely damaging' to young, warns charity  
**childcare**

[https://www.theguardian.com/education/2020/jul/01/nursery-closures-hugely-damaging-to-young-warns-charity?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/education/2020/jul/01/nursery-closures-hugely-damaging-to-young-warns-charity?CMP=Share_AndroidApp_Gmail) [last accessed 03/07/2020]

Summary of some of the main points of Sutton Trust’s report - see Pascal et al above.

### *Blogs*

Anguelovski, Isabelle, Esteve Corbera, Jordi Honey-Rosés and Isabel Ruiz-Mallén (2020) Academia in the Time of Covid-19: Our Chance to Develop an Ethics of Care  
**care academia re-imagined futures**

<http://www.bcnuej.org/2020/03/31/academia-in-the-time-of-covid-19-our-chance-to-develop-an-ethics-of-care/>

Call for prioritizing collective rather than individual goals, whilst remaining accountable to our universities and scientifically responsive. “This means devoting energy to the key tasks that lie at the ethos of academic work, namely, teaching, mentoring and supporting students; redesigning research objectives with our teams and project partners in ways that do not result in more stress and which may be equally or more rewarding, and contributing to institutional initiatives aimed at fostering collegiality and collective support.”

Care Collective (2020) COVID-19 pandemic: A Crisis of Care  
**care re-imagined futures**

<https://www.versobooks.com/blogs/4617-covid-19-pandemic-a-crisis-of-care> [last accessed 09/08/2020]

Reimagining the world with care at the centre of life - both in the short term crisis, but also in the longer term.

Folbre, Nancy. “Are We All Care Workers Now?” Care Talk (blog), April 4, 2020.  
**care feminist/gender analysis**

<https://blogs.umass.edu/folbre/2020/04/04/are-we-all-care-workers-now/> [last accessed 09/08/2020]

Author discusses how the crisis has prompted her to reconsider her definition of “carework.”

Johnson, Azeet (2020) Covid-19 and Cancer: Following Audre Lorde, Feminist Review  
self-care disability feminist/gender analysis ethics of care  
<https://femrev.wordpress.com/2020/03/31/covid-19-and-cancer-following-audre-lorde/>  
[last accessed 09/08/2020]

“Covid-19 has made me process the extent to which people with disabilities and chronic illnesses are dehumanised whilst our labour is exploited within structures of racial capitalism. While we have all been subject to incessant statements about “standing by the vulnerable”, I am aware of how our lives have already been condemned by successive right-wing UK governments that have stripped the NHS and welfare systems to the bone.”

O’Hagan, Angela (2020) Without care ‘front and centre’ of economic recovery, how can we create a robust, resilient, wellbeing economy?, June 26  
feminist/gender analysis care  
<https://www.caledonianblogs.net/wise/2020/06/26/without-care-front-and-centre-of-economic-recovery-how-can-we-create-a-robust-resilient-wellbeing-economy/> [last accessed 29/06/2020]

Williams, Erica L. (2020) Self-Care Practices for Black Women during the Covid19 Pandemic, May 4  
academia self-care advice  
<https://www.citeblackwomenscollective.org/our-blog/self-care-practices-for-black-women-during-the-covid19-pandemic-by-erica-l-williams> [last accessed 09/08/2020]

Women’s Budget Group (2020) Unpaid care: the only Coronavirus constant?, May 28  
care feminist/gender analysis paid/unpaid work  
<https://wbg.org.uk/blog/unpaid-care-the-only-coronavirus-constant/>

Summary of IFS time use study of 5000 two-parent heterosexual households, highlights include that mothers are doing 50% more unpaid childcare and housework than fathers, while fathers are doing almost double the amount of paid work, compared with 2014/15 data.

## Care - impact on employment

### *Articles/Reports*

Andrew, Alison et al (2020a) Parents, especially mothers, paying heavy price for lockdown - Briefing

**care equality employment heterosexual family**

<https://www.ifs.org.uk/publications/14861> [last accessed 09/08/2020]

Summary of IFS report (below: Andrew et al 2020b) based on survey of how mothers and fathers divide responsibilities for paid work, housework and childcare. In lockdown, mothers in two-parent households are only doing, on average, a third of the uninterrupted paid-work hours of fathers.

Andrew, Alison et al (2020b) How are mothers and fathers balancing work and family under lockdown?

**care equality employment heterosexual family**

<https://www.ifs.org.uk/uploads/BN290-Mothers-and-fathers-balancing-work-and-life-under-lockdown.pdf> [last accessed 09/08/2020]

Branicki, Layla J. (2020) COVID-19, Ethics of Care, and Feminist Crisis Management, June 17

**feminist/gender analysis ethics of care employment**

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/gwao.12491> [last accessed 18/06/2020]

Using ethics of care, the author offers an alternative theorization of crisis management that is care-based in its approach to persons.

Carlson, Daniel L. et al (2020) Men and Women Agree: During the COVID-19 Pandemic Men Are Doing More at Home, May 20

**care employment equality usa**

<https://contemporaryfamilies.org/covid-couples-division-of-labor/> [last accessed 18/06/2020]

Close the Gap (April 24, 2020) Women, Caring Responsibilities and Furloughing During COVID-19

**feminist/gender analysis employment care**

<https://www.closesthegap.org.uk/content/resources/Close-the-Gap-and-Engender-briefing-on-women-caring-responsibilities-and-furloughing.pdf> [last accessed 09/08/2020]

Widespread inflexible working practice shows that many employers do not support women to balance their work with childcare, and in the current context may not furlough their female employees for this reason. Women particularly vulnerable to redundancy.

Collins, C, Landivar, LC, Ruppanner, L, Scarborough, WJ. (2020) COVID-19 and the Gender Gap in Work Hours. Gender Work Organ., July 2

**childcare US context employment**

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/gwao.12506> [last accessed 06/07/2020]

European Commission (2020) How will the COVID-19 crisis affect existing gender divides in Europe?, Luxembourg: Publications Office.

**care equality employment**

<https://op.europa.eu/en/publication-detail/-/publication/c74af327-8441-11ea-bf12-01aa75ed71a1/language-en>

The first part of this study looks at the possible consequences of the uneven division of labour between men and women. The COVID-19 crisis not only affects the various labour market sectors differently, but it also has a significant influence on the amount of care work that the households need to provide. It is unknown how the short- and medium-term impacts will develop and whether they will reshape current gendered division of labour.

Ferrera, Enrica Maria (2020) Baby matters: Gender politics beyond COVID-19 and the “Aunts” of academia, June 29

**care academia feminist/gender analysis**

<https://academicmatters.ca/baby-matters-gender-politics-beyond-covid-19-and-the-aunts-of-academia/> [last accessed 05/08/2020]

Hupkau, Claudia and Barbara Petrongolo (2020) Work, care and gender during the Covid-19 crisis: CEP COVID-19 ANALYSIS

**feminist/gender analysis employment care**

<http://cep.lse.ac.uk/pubs/download/cepcovid-19-002.pdf> [08/06/2020]

Women are over-represented in locked-down sectors and, if working, are more likely to work in jobs that can be done from home. Preliminary evidence for the UK finds that, overall, women are more likely to lose their jobs than men. The closure of schools and nurseries has added education and childcare services to preexisting home production needs.

Hutt, Rosamond (March 12, 2020) The coronavirus fallout may be worse for women than men. Here's why. World Economic Forum.

childcare gender/feminist analysis

<https://www.weforum.org/agenda/2020/03/the-coronavirus-fallout-may-be-worse-for-women-than-men-heres-why/> [last accessed 11/06/2020]

Jessen, Jonas and Sevrin Waights, Effects of COVID-19 day care centre closures on parental time use: Evidence from Germany (April 14, 2020)

feminist/gender analysis care work-life balance

<https://voxeu.org/article/covid-19-day-care-centre-closures-and-parental-time-use> [last accessed 09/08/2020]

Article draws on evidence from a 2012-2013 study of parents in Germany, and compares the time diaries of those whose youngest child had a place in day care to those whose youngest child remained at home. Conclude that “Policy responses should consider the impacts of these changed allocations on child development, gender equality, household income, societal inequality, and family wellbeing.”

Matthews, David (2020) Pandemic lockdown holding back female academics, data show, June 25

care academia employment productivity

<https://www.timeshighereducation.com/news/pandemic-lockdown-holding-back-female-academics-data-show> [last accessed 29/06/2020]

Unequal childcare burden blamed for fall in share of published research by women since schools shut.

Nash, Meredith and Brendan Churchill (2020) Caring during COVID-19: A gendered analysis of Australian university responses to managing remote working and caring responsibilities, June 02

care academia remote teaching feminist/gender analysis

<https://onlinelibrary.wiley.com/doi/epdf/10.1111/gwao.12484> [last accessed 04/06/2020]

Looks at how Australian universities are supporting academics to manage remote work and caring during the COVID-19 pandemic. Initial findings indicate the Australian universities view decisions about caring leave and participation in the paid labour as a private matter. Future researchers might consider a qualitative examination of the individual experiences of academics in Australia and internationally to compare the impact of differing policies on productivity and well-being.

Office for National Statistics (ONS)(2020) Coronavirus and homeschooling in Great Britain: April to June 2020

care

<https://www.ons.gov.uk/peoplepopulationandcommunity/educationandchildcare/articles/coronavirusandhomeschoolinggreatbritain/apriltojune2020> [last accessed 23/07/2020]

Plotnikof, M, Bramming, P, Branicki, L, et al. Catching a glimpse: Corona-life and its micro-politics in academia. *Gender Work Organ.* 2020; 1– 23.

care academia feminist/gender analysis

[Catching a glimpse: Corona-life and its micro-politics in academia](#) [last accessed 01/07/2020]

Through collective, creative writing this piece thinks through how it is possible to be an academic whilst working from home with gendered caring responsibilities.

Pregnant Then Screwed (2020) Childcare, Covid and Career: The true scale of the crisis facing working mums

<https://pregnantthenscrewed.com/childcare-covid-and-career/> [last accessed 24/07/2020]

Survey of 20,000 working mothers.

Sevilla, Almudena and Sarah Smith (2020a) Baby steps: The gender division of childcare during the COVID19 pandemic, May 2020

feminist/gender analysis childcare

[http://www.bristol.ac.uk/efm/media/workingpapers/working\\_papers/pdffiles/dp20723.pdf](http://www.bristol.ac.uk/efm/media/workingpapers/working_papers/pdffiles/dp20723.pdf)

Abstract: The COVID19 pandemic has caused shocks to the demand for home childcare (with the closure of schools and nurseries) and the supply of home childcare (with many people not working). We collect real-time data on daily lives to document that UK families with young children have been doing the equivalent of a working week in childcare. Women have been doing the greater share, but overall, the gender childcare gap (the difference between the share of childcare done by women and the share done by men) for the additional, post-COVID19 hours is smaller than that for the allocation of preCOVID19 childcare. However, the amount of additional childcare provided by men is very sensitive to their employment – the allocation has become more equal in households where men are working from home and where they have been furloughed/ lost their job. There are likely to be long-term implications from these changes – potentially negative for the careers of parents of young children; but also, more positively for some families, for sharing the burden of childcare more equally in the future.

Sevilla, Almudena and Sarah Smith (2020b) Childcare during a global pandemic: Many women left juggling work and childcare, but men do their share when they are not working, June 16

**Employment care feminist/gender analysis**

<https://voxeu.org/article/covid-19-and-childcare-men-doing-their-share-only-if-they-are-not-working> [last accessed 17/06/2020]

The closure of schools and nurseries during the current pandemic has resulted in increased responsibility for childcare for parents. This column discusses how survey data collected at the beginning of May 2020 shows that working women have taken on most of the childcare. When fathers are not working, there is a more equal allocation.

UN Women (2020) Family-friendly policies and other good workplace practices in the context of COVID-19: Key steps employers can take childcare organising tool, March 27  
<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/family-friendly-policies-and-other-good-workplace-practices-in-the-context-of-covid-19-en.pdf?la=en&vs=4828>

Report builds on material developed by UNICEF EAPRO, UNICEF ESARO and the ILO and offers general recommendations to assist employers to support workers and families.

### *News articles*

Adams, Richard (2020c) Women 'put careers on hold' to home school during UK Covid-19 lockdown, July 30

**care employment**

[https://www.theguardian.com/education/2020/jul/30/women-put-careers-on-hold-to-home-school-during-uk-covid-19-lockdown?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/education/2020/jul/30/women-put-careers-on-hold-to-home-school-during-uk-covid-19-lockdown?CMP=Share_AndroidApp_Gmail) [last accessed 09/08/2020]

Summary of UCL research into impact of Covid lockdowns on parenting, work and finances across four generations.

Adams, Richard (2020b) Women took on bulk of childcare during British lockdown, study finds, July 22

**childcare**

[https://www.theguardian.com/education/2020/jul/22/women-took-on-bulk-of-childcare-during-british-lockdown-study-finds?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/education/2020/jul/22/women-took-on-bulk-of-childcare-during-british-lockdown-study-finds?CMP=Share_AndroidApp_Gmail) [last accessed 23/07/2020]

Summary of some of the main findings from ONS (2020) poll above.

Adams, Richard (2020a) UK childcare industry 'crushed' by coronavirus crisis, April 24  
**care employment**

<https://www.theguardian.com/education/2020/apr/24/childcare-industry-crushed-by-coronavirus-crisis> [last accessed 18/06/2020]

Ascher, Dan (2020) Coronavirus: 'Mums do most childcare and chores in lockdown'  
<https://www.bbc.co.uk/news/business-52808930#> [last accessed 09/08/2020]

Basken, Paul (2020) US campus reinstates bar on looking after children while working,  
July 1

**care academia employment**

<https://www.timeshighereducation.com/news/us-campus-reinstates-bar-looking-after-children-while-working> [last accessed 02/07/2020]

“Florida State University will prohibit its employees from taking care of their children while working remotely, calling it a necessary step toward returning to normal operations during the coronavirus pandemic.”

Craig, Ashley Goodfellow (April 8, 2020) Mothering through a pandemic: COVID-19 and the evolving role of mothers:

[https://yfile.news.yorku.ca/2020/04/08/mothering-through-a-pandemic-covid-19-and-the-evolving-role-of-mothers/?utm\\_source=YFile\\_Email&utm\\_medium=Email&utm\\_content=Top-Stories&utm\\_campaign=yfile&fbclid=IwAR0x5oLZLb8Zdsn7wFe7xj7e0V3lsVZaSKDrFN2qKeqnFKqcXWsCIhtSOB4](https://yfile.news.yorku.ca/2020/04/08/mothering-through-a-pandemic-covid-19-and-the-evolving-role-of-mothers/?utm_source=YFile_Email&utm_medium=Email&utm_content=Top-Stories&utm_campaign=yfile&fbclid=IwAR0x5oLZLb8Zdsn7wFe7xj7e0V3lsVZaSKDrFN2qKeqnFKqcXWsCIhtSOB4) [last accessed 09/08/2020]

O'Reilly suggests that policy may need to reframe the definition of "family" for single mothers who need support and equally look at the issue of lockdown measures on families who live in small apartments with no access to outdoor space – all ensuing that safety isn't compromised.

Davies, Sara E., Sophie Harman Jacqui True Clare Wenham (March 20, 2020) Why gender matters in the impact and recovery from Covid-19

**care gender/feminist analysis**

<https://www.lowyinstitute.org/the-interpretor/why-gender-matters-impact-and-recovery-covid-19> [last accessed 09/08/2020]

Article focuses more on middle/low income and globalisation issues, but does discuss issue of care in the household. The caring work involved in surviving the Covid-19 pandemic needs to be shared and not follow a gendered pattern. Improved government communications and risk mitigation strategies explicitly targeting this issue are needed.

Graves L (2020) Women's domestic burden just got heavier with the coronavirus. The Guardian 16 March  
**feminist/gender opinion/analysis**  
<https://www.theguardian.com/us-news/2020/mar/16/womens-coronavirus-domestic-burden>  
[09/08/2020]

Ferguson, Donna (3 May 2020) 'I feel like a 1950s housewife': how lockdown has exposed the gender divide  
[https://www.theguardian.com/world/2020/may/03/i-feel-like-a-1950s-housewife-how-lockdown-has-exposed-the-gender-divide?CMP=share\\_btn\\_tw](https://www.theguardian.com/world/2020/may/03/i-feel-like-a-1950s-housewife-how-lockdown-has-exposed-the-gender-divide?CMP=share_btn_tw) [last accessed 09/08/2020]

Hill, Amelia (May 13, 2020) 'Brink of collapse': parents of disabled children buckling under 24-hour care  
**disability childcare**  
[https://www.theguardian.com/society/2020/may/13/parents-disabled-children-buckling-under-24-hour-care-coronavirus?CMP=share\\_btn\\_tw](https://www.theguardian.com/society/2020/may/13/parents-disabled-children-buckling-under-24-hour-care-coronavirus?CMP=share_btn_tw) [last accessed 11/06/2020]

Longman, Chia (April 22, 2020) Motherwork and Intensive Caring in Pandemic Times:  
<https://medium.com/@chialongman/motherwork-and-intensive-caring-in-pandemic-times-ae206b6bf972> [last accessed 11/06/2020]

Miller, Claire Caine (May 6, 2020) Nearly Half of Men Say They Do Most of the Home Schooling. 3 Percent of Women Agree  
**childcare feminist/gender analysis**  
<https://www.nytimes.com/2020/05/06/upshot/pandemic-chores-homeschooling-gender.html> [last accessed 11/06/2020]

Nelson, Trisalyn and Jessica Early (2020) Covid-19 and the Academic Parent  
**opinion homeschooling academic advice coping**  
<https://www.chronicle.com/article/Covid-19the-Academic/248643> [last accessed 11/06/2020]

Parveen, Nazia (2020) Women's careers will suffer most if UK childcare sector collapses, say experts, July 3  
**childcare employment**  
[https://www.theguardian.com/world/2020/jul/03/womens-careers-will-suffer-most-if-uk-childcare-sector-collapses-say-experts?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/world/2020/jul/03/womens-careers-will-suffer-most-if-uk-childcare-sector-collapses-say-experts?CMP=Share_AndroidApp_Gmail) [last accessed 03/07/2020]

Summary of some of the main points of Sutton Trust's report - see Pascal et al (2020) above.

Schulte, Brigid and Haley Swenson (2020) An unexpected upside to lockdown: men have discovered housework, June 17

care equality

[https://www.theguardian.com/us-news/2020/jun/17/gender-roles-parenting-housework-coronavirus-pandemic?CMP=Share\\_iOSApp\\_Other](https://www.theguardian.com/us-news/2020/jun/17/gender-roles-parenting-housework-coronavirus-pandemic?CMP=Share_iOSApp_Other) [last accessed 18/06/2020]

Summary of some of Alon et al (2020) and Carlson et al (2020) research.

Stewart, Catriona (2020) Private nurseries fear for families and staff over 1140 hours 'postcode lottery', June 22

care employment scotland

<https://www.glasgowtimes.co.uk/news/18532249.private-nurseries-fear-families-staff-1140-hours-postcode-lottery/> [last accessed 01/07/2020]

Summers, Hannah (2020) UK society regressing back to 1950s for many women, warn experts, June 18

care employment

<https://www.theguardian.com/inequality/2020/jun/18/uk-society-regressing-back-to-1950s-for-many-women-warn-experts-worsening-inequality-lockdown-childcare> [last accessed 18/06/2020]

Topping, Alexandra (2020a) Working mothers interrupted more often than fathers in lockdown - study, May 27 2020

care employment feminist/gender analysis

<https://www.theguardian.com/world/2020/may/27/working-mothers-interrupted-more-often-than-fathers-in-lockdown-study#:~:text=The%20study%20found%20that%20mothers.likely%20to%20have%20been%20furloughed.> [last accessed 09/08/2020]

Summary of Andrew et al (2020) survey report above.

Topping, Alexandra (2020b) UK working mothers are 'sacrificial lambs' in coronavirus childcare crisis

<https://www.theguardian.com/money/2020/jul/24/uk-working-mothers-are-sacrificial-lambs-in-coronavirus-childcare-crisis> [last accessed 24/07/2020]

Summary of Pregnant Then Screwed (2020) survey above.

Wang, Vivien and Makiko Inoue, 'When Can We Go to School?' Nearly 300 Million Children Are Missing Class March 4, 2020

childcare

<https://www.nytimes.com/2020/03/04/world/coronavirus-schools-closed.html> [last accessed 24/06/2020]

“With the closings, families must rethink how they support themselves and split household responsibilities. The burden has fallen particularly hard on women, who across the world are still largely responsible for child care.”

### *Blogs*

Chappell, Lia (2020) My postdoc and my dad’s dementia, June 10

**care academia**

<https://sangerinstitute.blog/2020/06/10/my-postdoc-and-my-dads-dementia/> [last accessed 12/06/2020]

Author’s experiences in combining a research career with caring responsibilities.

## Employment - (Lockdown) Impact on

### *Articles/Reports*

Abigail Adams-Prassl, Teodora Boneva, Marta Golin, Christopher Rauh 08 April 2020, The large and unequal impact of COVID-19 on workers

**employment precarity**

<https://voxeu.org/article/large-and-unequal-impact-covid-19-workers> [last accessed 24/07/2020]

Research not disaggregated by gender or race. Data from the US and the UK show that lockdowns have hit younger workers, temporary contracted and lower incomes the hardest. Authors argue that a quick stimulus and income support is needed from and a longer term plan so that younger generation are not permanently disadvantaged.

Adams-Prassl, Abi et al (2020a) Inequality in the Impact of the Coronavirus Shock: Evidence from Real Time Surveys, Cambridge-INET Working Paper Series No: 2020/18 Cambridge Working Papers in Economics: 2032, April 23

**inequality (un)employment**

<https://www.inet.econ.cam.ac.uk/working-paper-pdfs/wp2018.pdf> [last accessed 24/06/2020]

Compares impact of Covid-19 lockdown in US, UK and Germany. Main findings in UK: 15% have already lost job, 43% have been furloughed, contrast to usual, past recessions in which men main losers, here women have been.

Adams-Prassl, Abi et al (2020b) Women bear brunt of coronavirus economic shutdown in UK and US

<https://www.cam.ac.uk/research/news/women-bear-brunt-of-coronavirus-economic-shutdown-in-uk-and-us> [last accessed 24/06/2020]

Summary highlights of research paper above. In UK 17% of women newly unemployed compared to 13% of men even after controlling for education, occupation and regional location within nation. While the education gap for job loss probabilities can be explained by differences in types of work, the same not true for the gender gap we see in job loss. A potential reason for the gender gap researchers suggest is might be time spent homeschooling and caring for children.

Alon, Titan et al (2020a) The impact of Covid-19 on gender equality, Covid Economics, Issue 4, April 14, 2020

equality, labour, childcare

<https://cepr.org/sites/default/files/news/CovidEconomics4.pdf> [last accessed 24/05/2020]

Uses data on the distribution of women, men, and couples across occupations + time-use data on the division of labor in the household to see how COVID-19 pandemic affects gender inequality. Altho find some channels that could have beneficial effects, immediate challenges are severe, esp for single mothers and families unable to combine work & caring for children at home. Offer some policy options that could be used to deal with these specific challenges.

Alon, Titan, Matthias Doepke, Jane Olmstead-Rumsey, Michèle Tertilt (2020b) The impact of the coronavirus pandemic on gender equality, 19 April

equality, labour, childcare

<https://voxeu.org/article/impact-coronavirus-pandemic-gender-equality>

Female employees suffering heavier job losses in COVID-19 [lockdowns] while increased childcare needs disproportionately impacting working mothers. However, flexible work arrangements and highlighting of the childcare obligations of both genders may reduce labour-market barriers moving forward.

Benzeval, Micheala et al (2020) The Idiosyncratic Impact of an Aggregate Shock: The Distributional Consequences of COVID-19, ESRC, May 31

employment equality

<https://www.understandingsociety.ac.uk/sites/default/files/downloads/working-papers/2020-09.pdf> [last accessed 10/06/2020]

Data from the Understanding Society: COVID 19 survey collected in April 2020, shows that different types of worker are affected differently: those with less education and precarious employment face the biggest economic shocks. Opportunities for mitigation are most limited for those in need.

Close the Gap (May 2020a) Disproportionate disruption: The impact of COVID-19 on women's labour market equality

[feminist gender analysis/statement/brief](#)

<https://www.closesthegap.org.uk/content/resources/Disproportionate-Disruption---The-impact-of-COVID-19-on-womens-labour-market-equality.pdf> [last accessed 10/06/2020]

Looks at women's labour market participation, and analyses of the anticipated economic impacts the impact of COVID-19 will have on women's labour market equality.

Highlights the importance of gathering and using gender-sensitive sex-disaggregated data, and ensuring gender analysis informs labour market policymaking. Concludes that women will experience disproportionate labour market disruption.

Close the Gap (March 30, 2020b) Coronavirus brings new focus to women's continued workplace inequality

[care employment DV](#)

<https://www.closesthegap.org.uk/news/blog/coronavirus-brings-new-focus-to-womens-continued-inequality/> [last accessed 10/06/2020]

As a result of women's disproportionate responsibility for care; concentration in low-paid work and dominance in frontline roles; experience of domestic abuse; and the failure of social security to meet women's needs, very specific outcomes expected now for women.

Close the Gap (2020c) Falling Through the Cracks: Women, COVID-19 and the gig economy

[Employment precarity feminist/gender analysis](#)

<https://www.closesthegap.org.uk/content/resources/Women-COVID-19-and-the-gig-economy.pdf> [last accessed 12/06/2020]

Women engage in gig economy differently than men; they work in low paid and undervalued caring sector jobs, which are now frontline in Covid-19. Women also primary carers for children at home.

Conaghan, Joanne (2020) Covid-19 and Inequalities at Work: A gender lens  
feminist/gender analysis employment  
<https://futuresofwork.co.uk/2020/05/07/covid-19-and-inequalities-at-work-a-gender-lens/>  
[last accessed 11/06/2020]

Dobusch, L, Kreissl, K. Privilege and burden of im-/mobility governance: On the reinforcement of inequalities during a pandemic lockdown. Gender Work Organ. 2020.  
employment equality gender/feminist analysis care  
<https://doi.org/10.1111/gwao.12462> [last accessed 10/06/2020]

Looking at the Austrian context (conservative government) argue that underpaid, undervalued and largely power-distant groups of people – such as women care workers or migrant seasonal workers – put their own lives at risk (by going out to work) in order to secure the other groups (who can stay home). “Motility” – the capacity to stay or move under conditions of one’s own choosing – is highly unequally distributed, connected to prevalent class, gender and migration relations.

Hupkau, Claudia and Barbara Petrongolo (2020b) Covid-19 and the work patterns of men and women  
employment equality gender/feminist analysis care  
<https://cep.lse.ac.uk/pubs/download/cp582.pdf> [last accessed 17/09/2020]

International Labour Organisation (ILO) (2020) ILO Monitor: COVID-19 and the world of work. Second edition Updated estimates and analysis, April 7  
employment  
[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms\\_740877.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_740877.pdf) [last accessed 22/06/2020]

Anticipates employment contraction across many sectors.

International Labour Organisation (ILO) (2020) ILO Monitor: COVID-19 and the world of work. Second edition Updated estimates and analysis, May 27  
employment  
[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms\\_745963.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_745963.pdf) [last accessed 01/07/2020]

Joyce, Robert and Xiaowei Xu (2020) Sector shutdowns during the coronavirus crisis: which workers are most exposed?, April 6  
employment  
<https://www.ifs.org.uk/publications/14791> [last accessed 22/06/2020]

Johnston, Emma, et al (2020) The impact of COVID-19 on women in the STEM workforce  
**feminist/gender analysis academia employment**  
<https://www.science.org.au/covid19/women-stem-workforce> [last accessed 10/06/2020]

This rapid research information brief synthesises the evidence on the impact the COVID-19 pandemic is having on women in the science, technology, engineering and maths (STEM) workforce. Women expected to be hardest hit primarily due to childcare issues, precarity of working conditions.

Millar, Caroline (2020) Working parents are feeling the strain of lockdown  
**childcare employment**  
<https://www.qub.ac.uk/coronavirus/analysis-commentary/working-parents-feel-strain-of-lockdown/> [last accessed 05/06/2020]

National Association of Disabled Staff Networks (NADSN) (2020) COVID-19 Post-Lockdown: Perspectives, Implications and Strategies for Disabled Staff  
**disabled academia**  
[https://nadsnuk.files.wordpress.com/2020/05/nadsn-covid-post-lockdown-position-paper\\_version-6-for\\_release-3.pdf](https://nadsnuk.files.wordpress.com/2020/05/nadsn-covid-post-lockdown-position-paper_version-6-for_release-3.pdf) [last accessed 05/06/2020]

Research on the experiences of Disabled people working in higher education is needed to inform strategies being developed by employers during the relaxation of Covid lockdown. Disabled staff, through disabled staff networks need to be, not only consulted, but to play a key role in the development of strategies. NADSN report offers a series of “Guiding Principles.”

Thompson, Merisa (2020) Why the gendered political economy of COVID-19 matters, April 15  
**feminist/gender analysis employment care**  
<http://speri.dept.shef.ac.uk/2020/04/15/why-the-gendered-political-economy-of-covid-19-matters/> [last accessed 08/06/2020]

Covid-19 highlights the unvalued, unpaid family care work as well as low-paid work that is essential to keeping our economies and societies running, work still undertaken by women. Concludes: “A feminist political economy analysis shows that care needs to come first. Unpaid and undervalued labour must be ‘counted’ and ‘valued’. This includes structural transformation in how care work is shared out, the introduction of remuneration for this work, increased state support and public investment in vital services, higher pay for insecure and frontline workers (along with improved rights, job

security and access to sick pay etc.), better social security and safety nets, and measurement and recognition of the contribution of this work to both our national economies and the essential well-being of our societies.”

UK Government, Employers do not have to report gender pay gaps, Suspended one week before deadline - March 24, 2020 Government Equalities Office

<https://www.gov.uk/government/news/employers-do-not-have-to-report-gender-pay-gaps>  
[last accessed 10/06/2020]

Women’s Budget Group (2020a) Crises Collide: Women and Covid-19, Examining gender and other equality issues during the Coronavirus outbreak (April 2020)

[equality caring responsibilities employment](#)

<https://wbg.org.uk/wp-content/uploads/2020/04/FINAL.pdf> [last accessed 10/06/2020]

In particular pg. 16: Recommendations:

- The extension of the furlough scheme to employees who have caring responsibilities, including for children, should be widely publicised to employers and employees.
- The Government should introduce a paid parental leave scheme for parents of children who are not covered by the furlough scheme.

Women’s Budget Group (2020b) Easing Lockdown: potential problems for women, May 4

[childcare employment/redundancy gender paygap](#)

<https://wbg.org.uk/analysis/uk-policy-briefings/easing-lockdown-potential-problems-for-women/> [last accessed 10/06/2020]

Nearly 20% of childcare providers will not reopen and 34% are undecided if they will. Women to be hit hardest with redundancies. Call for: “Ensure employers report the numbers of people they make redundant with breakdowns by sex and other protected characteristics. Introduce protections against redundancy as a result of furlough for caring responsibilities or taking time off due to sickness or shielding. There must be clear guidance to mitigate a spike in indirect discrimination for those with caring responsibilities. This should be monitored over time. Gender pay gap reporting should be reinitiated immediately and include reporting on the current period.”

Zhou, Muzhi, Ekaterina Hertog, Kamila Kolpashnikova, and Man-Yee Kan (2020)

Gender inequalities: Changes in income, time use and well-being before and during the UK COVID-19 lockdown, 06/09

[feminist/gender analysis employment equality](#)

<https://osf.io/preprints/socarxiv/u8ytc/> [last accessed 22/06/2020]

Report compares employment, income, time use, and well-being figures reported before and during the lockdown period (late March to April 2020) of the same group of individuals by analyzing longitudinal data from the 2020 UK Household Longitudinal Survey (UKHLS) COVID study and the full UKHLS data. Whereas earlier studies have been based on cross-sectional data with different survey designs and sample selections, authors find gendered consequences of the COVID-19 lockdown.

### *News articles*

Batty, David (2 April 2020) Hundreds of university staff to be made redundant due to coronavirus

**academia employment**

<https://www.theguardian.com/education/2020/apr/02/hundreds-of-university-staff-made-redundant-due-to-coronavirus> [last accessed 10/06/2020]

Beeby, Roslyn (2020) Covid-19 puts gender equality in science at risk, says report

**gender/feminist analysis STEM**

<https://researchprofessionalnews.com/rr-news-australia-politics-2020-5-pandemic-puts-gender-equality-in-science-at-risk-says-report/> [last accessed 10/06/2020]

Summary of some points from Johnston et al (2020) report above. “With casual and short-term contract jobs likely to be the first to go, women are at particular risk—with women 1.5 times more likely to be in insecure jobs in the overall university workforce.”

Busby, Martha (2020) 'Sexist policies': mothers struggle to return to work amid lack of childcare

<https://www.theguardian.com/world/2020/jul/24/sexist-policies-mothers-struggle-return-work-uk-childcare> [last accessed 24/07/2020]

Butler, Sarah (6 April 2020) Coronavirus lockdown to hit low-paid, young and women hardest, warns IFS:

<https://www.theguardian.com/business/2020/apr/06/coronavirus-lockdown-to-hit-low-paid-young-and-women-hardest-warns-ifs>

Cavendish, Camilla (2020) Progress towards gender equality at work is draining away employment equality UK

<https://www.ft.com/content/2f66006c-9528-4bdf-a62d-e42df1c841c8> [last accessed 15/06/2020]

British mothers are more likely than fathers to have lost or left their jobs during lockdown - takes data from Adams-Prassl et al report.

Doward, Jamie (2020) BAME and single-parent families worst hit financially by Covid-19, June 7

employment equality childcare

[https://www.theguardian.com/world/2020/jun/07/bame-and-single-parent-families-worst-hit-financially-by-covid-19?CMP=Share\\_iOSApp\\_Other](https://www.theguardian.com/world/2020/jun/07/bame-and-single-parent-families-worst-hit-financially-by-covid-19?CMP=Share_iOSApp_Other) [last accessed 10/06/2020]

Summary of some of the main points of Benzeval et al (2020) report above.

Elliott, Larry (2020) Progress on gender equality at risk from Covid-19 jobs crisis, says ILO, June 30

employment

<https://www.theguardian.com/world/2020/jun/30/gender-equality-covid-19-jobs-ilo> [last accessed 01/07/2020]

Goodwin, Stephanie A. and Beth Mitchneck (2020) STEM Equity and Inclusion (Un)Interrupted?, May 13

academia feminist/gender analysis EDI

<https://www.insidehighered.com/views/2020/05/13/ensuring-pandemic-doesnt-negatively-impact-women-stem-especially-those-color> [last accessed 05/08/2020]

Hupkau, Claudia and Barbara Petrongolo (2020a) COVID-19 and gender gaps: Latest evidence and lessons from the UK, April 22

employment feminist/gender analysis

<https://voxeu.org/article/covid-19-and-gender-gaps-latest-evidence-and-lessons-uk> [last accessed 15/06/2020]

Unlike previous recessions, Covid recession is hitting women's labour market prospects disproportionately more than those of men. Women are also likely to be doing disproportionately more care work/household work.

Jacobs, Emma and Laura Noonan (2020) Is the coronavirus crisis taking women back to the 1950s?

employment equality care

<https://www.ft.com/content/7e147d57-050e-405c-a334-75a5ea748e2a> [last accessed 17/06/2020]

Medina, Jennifer and Lisa Lerer, When Mom's Zoom Meeting Is the One That Has to Wait, April 23, 2020

Working from home feminist/gender analysis

<https://www.nytimes.com/2020/04/22/us/politics/women-coronavirus-2020.html> [last accessed 10/06/2020]

Morgan, Winston (2020) If universities struggle financially, BAME academics will lose their jobs first, June 10

academia employment BAME EDI

<https://www.theguardian.com/education/2020/jun/10/if-universities-struggle-financially-bame-academics-will-lose-their-jobs-first> [last accessed 11/06/2020]

“BAME academics’ jobs tend to be less secure, but losing them would send universities backwards”.....”According to recent data from Advance HE, the sector is missing more than 300 black professors and more than 2,000 black academics. Whereas about 11% of all academics are professors, only 4.7% of black academics are professors. BAME staff are typically found in the most junior positions, often on fixed-term contracts, which also places them in the most vulnerable positions when institutions have to cut back.”

Morris, Charlotte (2020) Lecturers went on strike over insecure jobs – now we fear coronavirus cuts, April 2

academia precarity

<https://www.theguardian.com/education/2020/apr/02/lecturers-went-on-strike-over-insecure-jobs-now-we-fear-coronavirus-cuts> [last accessed 23/06/2020]

Partington, Richard (2020) Economic fallout from pandemic will hit women hardest

<https://www.theguardian.com/world/2020/jul/24/economic-fallout-from-pandemic-will-hit-women-hardest> [last accessed 24/07/2020]

Peck, Emily (13/04/2020) The Economic Devastation Of COVID-19 Is Hitting Women Particularly Hard

gender employment

<https://tinyurl.com/ydybfmzg> [last accessed 10/06/2020]

The case of the US.

Scott, Linda (2020) How coronavirus is widening the UK gender pay gap, 07/07  
feminist/gender analysis employment equality

feminist/gender analysis employment

[https://www.theguardian.com/world/2020/jul/07/how-coronavirus-is-widening-the-uk-gender-pay-gap?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/world/2020/jul/07/how-coronavirus-is-widening-the-uk-gender-pay-gap?CMP=Share_AndroidApp_Gmail) [last accessed 07/07/2020]

Topping, Alexandra, Mothers say they are being kept at work in UK as fathers stay home

employment pregnancy redundancy

<https://www.theguardian.com/world/2020/mar/27/mothers-say-they-being-kept-at-work-uk-as-fathers-stay-home>

### *Blogs*

Agarwal, Bina (April 2020) COVID-19 and lockdowns: Are women more affected?

<https://www.wider.unu.edu/publication/covid-19-and-lockdowns> [last accessed 10/06/2020]

Close the Gap (2020) Lockdown on the gender pay gap, April 2

feminist/gender analysis employment equality

<https://www.closesthegap.org.uk/news/blog/lockdown-on-the-gender-pay-gap/> [last accessed 23/06/2020]

Morgan, Winston, BAME academics are already under-represented. The response to Covid-19 could reduce our numbers even further. (21/05/2020)

BAME academia EDI

<https://wonkhe.com/blogs/bame-academics-are-already-under-represented-the-response-to-covid-19-could-reduce-our-numbers-even-further/> [last accessed 10/06/2020]

## Employment - Academia/Productivity (Under Lockdown)

### *Articles/Reports*

Abdellatif, A, Gatto, M. It's OK not to be OK: Shared Reflections from two PhD Parents in a Time of Pandemic. Gender Work Organ. 2020.

parenting intersectionality masculinities academia

<https://doi.org/10.1111/gwao.12465> [last accessed 10/06/2020]

Amano-Patiño, Noriko, Elisa Faraglia, Chryssi Giannitsarou, Zeina Hasna (2020a), Who is doing new research in the time of COVID-19? Not the female economists, 02 May

academia productivity gender/feminist analysis

<https://voxeu.org/article/who-doing-new-research-time-covid-19-not-female-economists>

[last accessed 09/06/2020]

Women are not submitting new work at the same pace as their male counterparts. Using data from prominent repositories of working-paper publications in economics, this column suggests that the effects of lockdowns on the division of labour at home have been particularly detrimental to the research activity of women.

Amano-Patiño, Noriko et al (2020b) The Unequal Effects of Covid-19 on Economists' Research Productivity, Cambridge Working Papers in Economics: 2038

academia productivity gender/feminist analysis

<http://www.econ.cam.ac.uk/research-files/repec/cam/pdf/cwpe2038.pdf> [09/06/2020]

Relative number of female authors in non-pandemic related research is stable at around 20%, however, women only 12% of total number of authors working on COVID-19 research. Predominantly senior economists contributing to this new area. Mid-career and junior economists record the biggest gap between non-COVID and COVID research, and the gender differences are particularly stark at the mid-career level. 12 mid-career female authors have submitted COVID-19 related research so far, out of a total of 647 distinct authors in our dataset of papers (NBER, CEPR and CEPR Covid Economics).

Andersen, Jens Peter et al (2020a) Meta-Research: Is Covid-19 Amplifying the Authorship Gender Gap in the Medical Literature?

academia productivity gender/feminist analysis

<https://arxiv.org/ftp/arxiv/papers/2005/2005.06303.pdf> [last accessed 15/06/2020]

Comparison of proportion men and women medical researchers publishing on the coronavirus to those publishing in the same journals in 2019. Analysis delimited to researchers in U.S. Uses mixed-effects regression models to estimate that women's shares of first authorships, last authorships and general representation per author group are 23%, 16% and 16% lower for COVID-19 papers compared to 2019 papers published in the same journals. Findings consistent with research on productivity of women, especially early-career women, is affected more than the research productivity of men.

Andersen, Jens Peter, Mathias Wullum Nielsen, Nicole L Simone, Resa E Lewiss, Reshma Jaggi (2020b) Meta-Research: COVID-19 medical papers have fewer women first authors than expected

academia productivity gender/feminist analysis publishing

<https://elifesciences.org/articles/58807> [last accessed 17/07/2020]

Bhagat, Vijay (2020) Women Authorship of Scholarly Publications on COVID19: Leadership Analysis, June 10

[https://www.researchgate.net/profile/Vijay\\_Bhagat/publication/342081805\\_Women\\_Authorship\\_of\\_Scholarly\\_Publications\\_on\\_COVID-19\\_Leadership\\_Analysis/links/5ee11510299bf13a89101eb4/Women-Authorship-of-Scholarly-Publications-on-COVID-19-Leadership-Analysis.pdf](https://www.researchgate.net/profile/Vijay_Bhagat/publication/342081805_Women_Authorship_of_Scholarly_Publications_on_COVID-19_Leadership_Analysis/links/5ee11510299bf13a89101eb4/Women-Authorship-of-Scholarly-Publications-on-COVID-19-Leadership-Analysis.pdf) [last accessed 17/07/2020]

Bell, Kirsten & Judith Green (2020) Premature evaluation? Some cautionary thoughts on global pandemics and scholarly publishing, Critical Public Health

academia productivity gender/feminist analysis

<https://www.tandfonline.com/doi/pdf/10.1080/09581596.2020.1769406?needAccess=true>

“it is too early to assess what impacts the coronavirus will have on those inequalities in scholarly knowledge production. There are possibilities in the current moment, especially if scholarly publishing changes radically as a result of the virus. There are also concerns, if the pandemic serves to further entrench unequal access to the means of academic production. In much the same way that we still have little sense of how the immediate social, economic, and political transformations engendered by the virus will ultimately play out, given that the data on who is writing what, and with what effects, are currently so limited, what this ultimately means remains yet another uncertainty.”

Bittante, Cristina et al (2020) Gender disparity in authorships of manuscripts on the COVID-19 outbreak, Journal of Public Health: From Theory to Practice

academia productivity feminist/gender analysis

<https://link.springer.com/content/pdf/10.1007/s10389-020-01323-x.pdf> [last accessed 08/06/2020]

Study shows gendered impact in science publications.

Cervini, Chiara (2020) PGI's Submissions Gender Data during COVID-19, March 11 - May 7, 2020

academia productivity feminist/gender analysis

<https://www.tandf.co.uk/journals/pdf/RPGI-Submissions-GenderData-2019-20.pdf> [last accessed 09/08/2020]

Report finds that comparing pre-COVID-19 submissions to the same period in 2019, “there is only a small percentage point difference in the number of submissions by female and male authors. During COVID-19, however, the number of female submitting

authors was 15.2% higher compared to male submitting authors. Similar trends are also true for decision data.”

Cui, Ruomeng et al (2020) Gender Inequality in Research Productivity During the COVID-19 Pandemic, June 09

academia productivity feminist/gender analysis

[https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=3623492](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3623492) [last accessed 12/06/2020]

#### Abstract

We study the disproportionate impact of the lockdown as a result of the COVID-19 outbreak on female and male academics' research productivity in social science. We collect data from the largest open-access preprint repository for social science on 41,858 research preprints in 18 disciplines produced by 76,832 authors across 25 countries in a span of two years. We find that during the 10 weeks after the lockdown in the United States, although the total research productivity increased by 35%, female academics' productivity dropped by 13.9% relative to that of male academics. We also show that several disciplines drive such gender inequality. Finally, we find that this intensified productivity gap is more pronounced for academics in top-ranked universities, and the effect exists in six other countries.

Dolan, Kathleen and Jennifer L. Lawless, It Takes a Submission: Gendered Patterns in the Pages of AJPS (April 20, 2020)

academia productivity

<https://ajps.org/2020/04/20/it-takes-a-submission-gendered-patterns-in-the-pages-of-ajps/>

Looking at March 15th to April 19th - “Women submitted only 8 of the 46 solo-authored papers during this time. Their share of 17% is down from 22% in the larger data set. As a percentage change, that’s substantial. Even if women’s overall submission rates are up, they seem to have less time to submit their own work than men do amid the crisis.”

Ferinde-Wu, Abiola (2020) Pregnant Mother Scholar in a Pandemic, May 8

feminist/gender analysis academia productivity equality

[https://www.insidehighered.com/advice/2020/05/08/added-challenges-dealing-race-and-gender-issues-during-pandemic-opinion?utm\\_source=Academica+Top+Ten&utm\\_campaign=4e83f0188a-EMAIL\\_CAMPAIGN\\_2020\\_05\\_08\\_05\\_20&utm\\_medium=email&utm\\_term=0\\_b4928536cf-4e83f0188a-51987553](https://www.insidehighered.com/advice/2020/05/08/added-challenges-dealing-race-and-gender-issues-during-pandemic-opinion?utm_source=Academica+Top+Ten&utm_campaign=4e83f0188a-EMAIL_CAMPAIGN_2020_05_08_05_20&utm_medium=email&utm_term=0_b4928536cf-4e83f0188a-51987553) [last accessed 12/06/2020]

“.....pandemic will engender varying levels of productivity, depending on one’s circumstances. Acknowledging this fact, is not a sign of weakness -- it’s reality.”

Fox, Charles (2020) The representation of women as authors of submissions to ecology journals during the COVID-19 pandemic

academia productivity

<https://www.biorxiv.org/content/10.1101/2020.05.29.123455v1.full.pdf+html> [last accessed 08/06/2020]

Submissions by men and women to six ecology journals (all published by the British Ecological Society) since the start of COVID disruptions. Found “no evidence of a decline in the proportion of submissions that are authored by women (as either first or submitting author) since the start of the COVID-19 disruptions; the proportion of papers authored by women in the post-COVID period of 2020 has increased relative to the same period in 2019, and is higher than in the period pre-COVID in 2020. There is also no evidence of a change in the geographic pattern of submissions from across the globe.”

Fuchs-Schündeln, Nicola (2020) Gender structure of paper submissions at the

Review of Economic Studies during COVID-19: First evidence

productivity academic feminist/gender analysis

<http://www.restud.com/wp-content/uploads/2020/05/FemaleSubmissionsCovid19.pdf>

Results qualitatively in line with those published by Shurkov (2020) and Rasul (2020) on JEEA submissions. However, effects are quantitatively smaller.

Gibson et al (2020) How Support of Early Career Researchers Can Reset Science in the Post-COVID19 World, Cell

feminist/gender analysis academia employment

<https://www.sciencedirect.com/science/article/pii/S0092867420306784> [last accessed 19/06/2020]

Guy, B, Arthur, B. Academic motherhood during COVID-19: Navigating our dual roles as educators and mothers. Gender Work Organ. 2020; 1– 13.

<https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12493?campaign=wolearlyview> [last accessed 30/07/2020]

McCormick, Cheryl M. (2020) Disparities in the toll of the COVID-19 pandemic on publishing: Evidence from submissions to Hormones and Behavior

productivity academic feminist/gender analysis publishing

<https://iopscience.iop.org/article/10.1088/2058-7058/33/5/10/meta> [last accessed 17/07/2020]

Minello, Alessandra, The Pandemic and the Female Academic, 17 April 2020  
opinion

<https://www.nature.com/articles/d41586-020-01135-9> [last accessed 17/07/2020]

“Academic work — in which career advancement is based on the number and quality of a person’s scientific publications, and their ability to obtain funding for research projects — is basically incompatible with tending to children. I expect that data on publication records over the next couple of years will show that parents in academia were disadvantaged relative to non-parents in 2020.” And in particular women.

Minello, Alessandra, Sara Martucci & Lidia K. C. Manzo (2020) The pandemic and the academic mothers: present hardships and future perspectives, European Societies  
<https://www.tandfonline.com/doi/full/10.1080/14616696.2020.1809690?scroll=top&needAccess=true> [last accessed 28/08/2020]

Muric, Goran, Kristina Lermana and Emilio Ferrara (2020) COVID-19 amplifies gender disparities in research, June 12  
academia productivity gender/feminist analysis  
<https://arxiv.org/pdf/2006.06142.pdf> [last accessed 17/07/2020]

Myers, Kyle R. et al (2020) Quantifying the Immediate Effects of the COVID-19 Pandemic on Scientists  
academia productivity gender/feminist analysis work/life balance care  
<https://arxiv.org/ftp/arxiv/papers/2005/2005.11358.pdf> [last accessed 09/06/2020]

Results of a survey of approximately 4,500 Principal Investigators (PIs) at U.S.- and Europebased research institutions about how scientists’ work changed due to the pandemic. Some scientists report a sharp decline in time spent on research on average, with laboratory-based fields the most negatively affected, and female scientists reporting larger declines. Most severe disruptions due to childcare. Results “highlight the fundamental and heterogeneous ways this pandemic is affecting the scientific workforce, and may have broad relevance for shaping responses to the pandemic’s effect on science and beyond.”

Pinho-Gomes A, Peters S, Thompson K, et al (2020) Where are the women? Gender inequalities in COVID-19 research authorship, BMJ Global Health 2020;5, June 11  
feminist/gender analysis academia productivity  
<https://gh.bmj.com/content/bmjgh/5/7/e002922.full.pdf> [last accessed 02/07/2020]

Stadnyk, T. and Black, K. (2020), Lost ground: Female academics face an uphill battle in post-pandemic world. Hydrological Processes. Accepted Author Manuscript.  
doi:10.1002/hyp.13803  
EDI feminist/gender analysis

<https://onlinelibrary.wiley.com/doi/epdf/10.1002/hyp.13803>

Concerned with EDI and the ‘leaky pipeline’ problem in STEM - “Creating space for more qualitative metrics that demonstrate skillful leadership is essential to preserving EDI within academia and other professions. We must question how academia contributes to the successes in student training, a question which is becoming increasingly important for universities and institutions to justify as well for future budgets. If we want to succeed in preserving and fostering EDI, then we must learn to view success through different and more diverse lenses.”

Staniscuaski, Fernanda et al (2020) Gender, race and parenthood impact academic productivity during the COVID-19 pandemic: from survey to action

academia productivity gender race

<https://www.biorxiv.org/content/10.1101/2020.07.04.187583v1.full.pdf+html> [last accessed 17/07/2020]

Thomas, Dave and Prof Marcia Wilson (2020) From inertia to contagion towards immunity: keeping ‘race’ on the UK university agenda post-COVID-19, May 15

academia race

<https://www.advance-he.ac.uk/news-and-views/inertia-contagion-towards-immunity-keeping-race-uk-university-agenda-post-covid-19> [last accessed 05/06/2020]

“...race needs to take priority on institutional agendas.”

### *News articles*

Ahmad, Aisha (March 27, 2020) Why You Should Ignore All That Coronavirus-Inspired Productivity Pressure

coping productivity academia

<https://www.chronicle.com/article/Why-You-Should-Ignore-All-That/248366/?fbclid=IwAR243L2Nj-r2Sj067Qt8kMHBjzbvCQOFo40NI5HXevw6Ycv0ocRODjBQPsc>

Ardill, Lisa (2020) Why it’s difficult to be a woman in research right now, June 2

academia productivity feminist/gender analysis

<https://www.siliconrepublic.com/careers/women-researchers-covid-19> [last accessed 04/06/2020]

Aviles, Gwen (2020) The coronavirus is threatening diversity in academia: Colleges are laying off their adjunct faculty, who mostly are women and people of color.

equality race academia employment

<https://www.nbcnews.com/news/us-news/coronavirus-threatening-diversity-academia-1212931> [last accessed on 04/06/2020]

Much more written on this topic about the US context.

Collini, Stefan (April 2, 2020) Covid-19 shows up UK universities' shameful employment practices

**academia employment precarity**

<https://www.theguardian.com/education/2020/apr/28/covid-19-shows-up-uk-universities-shameful-employment-practices>

D'Arcy, Naoise, On Research, the Pandemic Has Widened a Troubling Gender Gap (May 21, 2020)

<http://www.universitytimes.ie/2020/05/on-research-the-pandemic-has-widened-a-troubling-gender-gap/>

Another summary of the earlier papers written on the fall in women's publications.

Donald, Athene (2020) The disproportionate effect of Covid-19 on women must be addressed, June 25

**academia productivity opinion**

<https://www.timeshighereducation.com/opinion/disproportionate-effect-covid-19-women-must-be-addressed> [last accessed 29/06/2020]

Fazackerly, Anna (12 May 2020) Women's research plummets during lockdown - but articles from men increase

**academia publications**

<https://www.theguardian.com/education/2020/may/12/womens-research-plummets-during-lockdown-but-articles-from-men-increase>

Flaherty, Colleen, No Room of One's Own: Early journal submission data suggest COVID-19 is tanking women's research productivity, April 21, 2020

**academia publications**

<https://www.insidehighered.com/print/news/2020/04/21/early-journal-submission-data-suggest-covid-19-tanking-womens-research-productivity> [last accessed 17/07/2020]

Frederickson, Megan (2020a) Women are getting less research done than men during this coronavirus pandemic, May 1, 2020

<https://theconversation.com/women-are-getting-less-research-done-than-men-during-this-coronavirus-pandemic-138073>

Kitchener, C. (2020). Women academics seem to be submitting fewer papers during coronavirus. 'Never seen anything like it,' says one editor. The Lily, April 24

**academia publications**

<https://www.thelily.com/women-academics-seem-to-be-submitting-fewerpapers-during-coronavirus-never-seen-anything-like-it-says-one-editor/>

Look, Caroline (April 24, 2020) Lockdowns Rein in Female Economists While Men Keep Working

<https://www.bloomberg.com/news/articles/2020-04-24/lockdowns-rein-in-female-economists-while-men-keep-working>

Maas, Bea et al (2020) Academic leaders must support inclusive scientific communities during COVID-19, Jun 03

**opinion EDI academia employment**

<https://www.nature.com/articles/s41559-020-1233-3#Bib1> [last accessed 10/06/2020]

McKie, Anna (2020) Goldsmiths staff 'at breaking point' on job losses and racism claims, June 19

**employment EDI academia precarity**

<https://www.timeshighereducation.com/news/goldsmiths-staff-breaking-point-job-losses-and-racism-claims> [last accessed 19/06/2020]

"Casual staff start marking boycott over failure to extend contracts, move seen as having outsized impact on BAME and female academics"

Munsi, Pallabi (2020) The Virus is Hitting Women in Academia Harder, May 21

**feminist/gender analysis academia productivity**

<https://www.ozy.com/the-new-and-the-next/the-pandemic-is-widening-the-gender-divide-in-academia/322526/> [last accessed 12/06/2020]

Myers, Kyle R., Wei Yang Tham, Yian Yin, Nina Cohodes, Jerry G. Thursby, Marie C. Thursby, Peter Schiffer, Joseph T. Walsh, Karim R. Lakhani & Dashun Wang (2020) Unequal effects of the COVID-19 pandemic on scientists, July 15

**feminist/gender analysis academia productivity STEM**

<https://www.nature.com/articles/s41562-020-0921-y> [last accessed 17/07/2020]

REF (2020a) Further update on coronavirus (COVID-19) contingency planning

<https://www.ref.ac.uk/publications/further-update-on-coronavirus-covid-19-and-ref-timetable/> [last accessed 23/06/2020]

REF (2020b) Survey on initial views on the REF timetable: Summary of Responses, June

<https://www.ref.ac.uk/media/1378/survey-on-initial-views-on-the-ref-timetable-summary-of-responses.pdf> [last accessed 23/06/2020]

Roy, Srila (2020) Parents versus non-parents is the wrong productivity battle to fight  
motherhood care self-care productivity academia feminist/gender analysis

<https://www.timeshighereducation.com/opinion/parents-versus-non-parents-wrong-productivity-battle-fight>

Schurchkov, Olga (April 23, 2020) Is COVID-19 turning back the clock on gender equality in academia?

academia employment feminist analysis/statement usa

<https://medium.com/@olga.shurchkov/is-covid-19-turning-back-the-clock-on-gender-equality-in-academia-70c00d6b8ba1>

academia publications

“decline in female authorship over these past two months is particularly apparent in submissions to the NBER Working Paper Series (a 9 pp drop in March and a 38 pp drop in April), although we also see large drops in female authorship among CEPR Discussion Papers and HCEO Working Papers.”

Thomas, Dave (2020) Don't let the pandemic overshadow racial inequalities in higher education, May 3

equality academia

<https://www.timeshighereducation.com/blog/dont-let-pandemic-overshadow-racial-inequalities-higher-education> [last accessed 15/06/2020]

Viglione, Giuliana, Are women publishing less during the pandemic? Here's what the data say

care academia productivity

<https://www.nature.com/articles/d41586-020-01294-9>

Vincent-Lamarre, Philippe et al (2020) The decline of women's research production during the coronavirus pandemic, May 19

productivity feminist/gender analysis academia

<https://www.natureindex.com/news-blog/decline-women-scientist-research-publishing-production-coronavirus-pandemic>

Refers to Schurchkov's article and study above and Amano-Patino (2020). "As submission of preprints occurs after several months or years of scientific work, this analysis may not fully capture current productivity declines from women scholars. However, preregistration provides an indication of the degree to which new projects are being initiated. Given that preregistration is down for women in two out of the three repositories examined, there may be further evidence to suggest that the productivity pipeline for women will be diverted by this pandemic." Argue researchers at risk need institutional support.

### *Blogs*

500 Women Scientists, Scientist Mothers Face Extra Challenges in the Face of COVID-19 (May 7, 2020)

Productivity academia

<https://blogs.scientificamerican.com/voices/scientist-mothers-face-extra-challenges-in-the-face-of-covid-19/>

Buckee, Caroline et al (2020) Women in science are battling both Covid-19 and the patriarchy, Times Higher Education, May 15, 2020

opinion feminist analysis/statement

<https://www.timeshighereducation.com/blog/women-science-are-battling-both-covid-19-and-patriarchy>

The pandemic has worsened longstanding sexist and racist inequalities in science pushing many of us to say 'I'm done', write 35 female scientists.

Donald, Athene (2020a) Yet Another Source of Inequality?, April 27

blog inequality careers

<http://occamstypewriter.org/athenedonald/2020/04/27/yet-another-source-of-inequality/>

"need to think much harder about the differential impact on careers for different groups of people."

Donald, Athene (2020b) Just Getting By: Coping and Learning, May 12

blog inequality careers

<http://occamstypewriter.org/athenedonald/2020/05/12/just-getting-by-coping-and-learning/>

“The new normal we all know we are going to have to face, should include a radical rethink of what behaviours in an academic should be incentivised. Business as usual just won’t be good enough on this, as on so many fronts.”

Dunlop, Claire and Roger Awan-Scully (2020) Women, Academic Publishing and Covid-19, Political Studies Association, May 28

**feminist/gender analysis academia productivity**

<https://www.psa.ac.uk/psa/news/women-academic-publishing-and-covid-19>

Brief summary/statement of some of the ongoing discussions about dip in women’s submissions to academic journals. Refers to: Andrew et al (2020); Minello (2020); Kitchener (2020) and Amano-Patiño et al (2020).

Johnston, Emma, et al, Pandemic risks wiping out hard-won gains by women in STEM (May 22, 2020)

<http://www.broadagenda.com.au/home/pandemic-risks-wiping-out-hard-won-gains-by-women-in-stem/>

“With casual and short-term contract jobs likely to be the first to go, women are at particular risk – with women 1.5 times more likely to be in insecure jobs in the overall university workforce.

Early evidence also suggests women face disproportionate increases in caring responsibilities and disruptions to working hours, job security and paid work capacity. This is most acute for those with children under 12. The combination of juggling working from home while supervising distance learning for children has made women’s double burden even greater again.”

Khan, Omar (2020) Runnymede Report: The Colour of Money: How racial inequalities obstruct a fair and resilient economy

**race equality employment**

<https://www.runnymedetrust.org/uploads/publications/pdfs/2020%20reports/The%20Colour%20of%20Money%20Report.pdf> [last accessed 22/06/2020]

“This report focuses on how economic and wider social inequalities affect Black and minority ethnic (BME) people in Britain. It also considers whether and how a range of policy changes could address the issues, within a wider context of how the economy might tackle inequality more broadly.”

Mehmani, Bahar (2020) The impact of COVID-19 on women academics: a large scale study, May 14

**publishing gender/feminist analysis academia STEM**

<https://www.linkedin.com/pulse/impact-covid-19-women-academics-large-scale-study-bahar-mehmani>

Announcement of plan to run a large-scale, and evidence-based study on the impact of COVID-19 lockdown on all Elsevier journals' women authors and reviewers across different countries. Plan to compare journal, submissions, and manuscript, peer reviews of 2018, 2019 and 2020 to find how in different months of this year, the lockdown policies in different countries impacted women academics in different disciplines and academic career.

Rasul, I. (2020, April). Twitter post.

**productivity academia feminist/gender analysis**

<https://twitter.com/ImranRasul3/status/1253570537026191361>.

Snapshot of data on 1st submissions to @JEEA\_News using same time period comparison as @RFisman @restatjournal & @profesk @EJ\_RES Share of women submitters falls: 28 to 16%

Thomas, Todne, Whitney Pirtle and Erica L. Williams (2020) Working as a Blackmamdeic During Covid-19: Covid Concerns and Clarities, May 4

**academia work/life balance care equality**

<https://www.citeblackwomenscollective.org/our-blog/working-as-a-black-mamademic-during-covid-19-covid-concerns-and-clarities-by-todne-thomas-whitney-pirtle-and-erica-l-williams#> [last accessed 18/06/2020]

Thurston, Teresa, My experience of lockdown and maternity as a female academic (May 19, 2020)

<http://www.imperial.ac.uk/blog/imperial-medicine/2020/05/19/my-experience-of-lockdown-and-maternity-as-a-female-academic/>

Utoft, EH. 'All the single ladies' as the ideal academic in times of Covid-19?. Gender Work Organ. 2020.

**productivity feminist/gender analysis autoethnography academia work-life balance**

<https://onlinelibrary-wiley-com.ezproxy.is.ed.ac.uk/doi/epdf/10.1111/gwao.12478>

The case of the single female academic gives us cause to re-examine and interrogate the notion of “productivity.” “living alone in the context of the Covid-19 pandemic provides its own set of circumstances and is hardly problem-free, which affects how one can deal with issues of academic productivity and work-life balance. Also, I take issue with the premise that our productivity is the golden standard against which we and our worth should be measured while we are living through a global crisis.”

Wilsdon, James (2020) Why pausing the REF makes sense but axing it doesn't, 25/03

**academia productivity**

<https://wonkhe.com/blogs/why-pausing-the-ref-makes-sense-but-axing-it-doesnt/> [last accessed 16/06/2020]

Wiegand, Krista et al (15/05/2020) Journal Submissions in Times of COVID-19: Is There A Gender Gap?

<https://duckofminerva.com/2020/05/journal-submissions-in-times-of-covid-19-is-there-a-gender-gap.html>

### *Databases*

Frederickson, Megan (2020b) COVID-19's gendered impact on academic productivity,

<https://github.com/drfreder/pandemic-pub-bias>

Summary and capture of all of the data author used for article above.

## Employment - Work-Life Balance

### *Articles/Reports*

Andrew, Alison et al (2020) How are mothers and fathers balancing work and family under lockdown?

**worklife balance gender/feminist analysis**

<https://www.ifs.org.uk/publications/14860> [last accessed 15/06/2020]

Women with children more likely to have quit or lost their job, or to have been furloughed, since the start of the lockdown. Compared with fathers, mothers spending less time on paid work but more time on household responsibilities. in 2014/15, the average mother (including those who did not work for pay) was doing nearly 60% of the number of uninterrupted work hours that the average father did; now she is doing only 35%

Benlloch, Cristina et al (2020) Women with children who telework bear most of the stress of confinement, University of Valencia, May 4

work-life balance feminist/gender analysis

<https://www.uv.es/uvweb/social/en/news/women-children-who-telework-bear-most-stress-confinement-1285923210882/Novetat.html?id=1286127953796>

Research project looking at how confinement affects teleworking and conciliation in family units. Conducted through telephone interviews and online surveys. Findings - mothers do majority of homeschooling and some women required to facilitate telework of partners.

Boncori, I. (2020) "The Never-ending Shift: A feminist reflection on living and organizing academic lives during the coronavirus pandemic," Gender Work Organisation: 2020; 1–6.

work-life balance academia feminist analysis/opinion

<https://doi.org/10.1111/gwao.12451>

Abstract: This article offers a feminist reflection written as a nocturnal stream of consciousness exposing the embodied, emotional and professional experience of living and working during a pandemic outbreak. Framed within a feminist approach, this personal narrative provides an example of the effects of such unexpected and unprecedented circumstances on personal and professional academic lives. Developed during the first stage of the (inter)national coronavirus pandemic, my reflections address issues of privilege; emotional labour; the virtual invasion of the home space within the current increasingly ambiguous space of 'the workplace'; workload; and wellbeing. Further, I consider how the newly enforced flexible work measures based on online tools have turned current work–life dynamics into a 'Never-ending Shift'.

Clavijo, N. (2020) Reflecting upon vulnerable and dependent bodies during the COVID-19 crisis. Gender Work Organ.

academia opinion/reflective care/self care work/life balance reimagining futures

<https://doi.org/10.1111/gwao.12460>

Abstract

This article is a short narrative on how feminism helped me find a balance in my life and how this balance has been disrupted with the COVID-19 crisis. I reflect on how this crisis is showing our vulnerabilities as human beings. This crisis reflects how our bodies depend on each other, moving away from the dominant patriarchal ontology that perceives bodies as being independent. This crisis is letting the most vulnerable in

situations of survival because the infrastructures that support their bodies are not functioning. At the same time, this crisis is providing visibility to certain occupations that are dominated by issues of race, class and gender. These occupations are being at least temporarily rehabilitated to their central position in society. We are living a time where we could show, through our teaching, possible resistance to the neoliberal ontology that captured humanity.

De Coster, Marjan (2020) Towards a relational ethics in pandemic times and beyond: Limited accountability, collective performativity and new subjectivity, May 13

**work/life balance feminist/gender analysis**

<https://onlinelibrary-wiley-com.ezproxy.is.ed.ac.uk/doi/10.1111/gwao.12467> [last accessed 15/06/2020]

An 'alternative script' that is a relational ethics must be fostered that can "replace the normative business ethics of exchange, [so that] an unburdened ethical female subjectivity can emerge."

Esteves, Luciana S., Sara Ashencaen Crabtree and Ann Hemingway (2020) Lockdown impacts on the work-life balance of BU academics

**academia WLB**

<http://eprints.bournemouth.ac.uk/34070/1/Preliminary%20results%20C-19%20impact%20on%20work-life%20balance%20of%20BU%20academics.pdf> [last accessed 09/07/2020]

Guy, B, Arthur, B. (2020) Academic Motherhood During COVID-19: Navigating Our Dual Roles as Educators and Mothers. Gender Work Organ., June 22

**academia WLB motherhood**

<https://onlinelibrary-wiley.com/doi/epdf/10.1111/gwao.12493> [last accessed 17/07/2020]

### *News Articles*

Chung, Heejung (2020) Return of the 1950s housewife? How to stop coronavirus lockdown reinforcing sexist gender roles, March 30

**worklife balance feminist/gender analysis**

[https://theconversation.com/return-of-the-1950s-housewife-how-to-stop-coronavirus-lockdown-reinforcing-sexist-gender-roles-134851?utm\\_source=twitter&utm\\_medium=bylinetwitterbutton](https://theconversation.com/return-of-the-1950s-housewife-how-to-stop-coronavirus-lockdown-reinforcing-sexist-gender-roles-134851?utm_source=twitter&utm_medium=bylinetwitterbutton)

Again, recognition that women undertake bulk of the housework and childcare. Author offers some advice to women and couples about sharing the load. Also argues that employers need to be realistic about workers being parents.

Connolly, Kate et al (2020) 'We are losers in this crisis': research finds lockdowns reinforcing gender inequality, May 29

gender/feminist analysis work-life balance

[https://www.theguardian.com/global-development/2020/may/29/we-are-losers-in-this-crisis-research-finds-lockdowns-reinforcing-gender-inequality?CMP=Share\\_iOSApp\\_Other](https://www.theguardian.com/global-development/2020/may/29/we-are-losers-in-this-crisis-research-finds-lockdowns-reinforcing-gender-inequality?CMP=Share_iOSApp_Other)

[last accessed 15/06/2020]

Looks at campaigns and research across Europe.

McKie, Anna (2020) Juggling childcare with academia: female experiences in lockdown, June 25

academia childcare work-life balance

<https://www.timeshighereducation.com/news/juggling-childcare-academia-female-experiences-lockdown> [last accessed 29/06/2020]

### *Blogs*

Crabtree, Ashencaen et al (2020) How the C-19 lockdown has affected the work-life balance of BU academics

work-life balance academia

<https://blogs.bournemouth.ac.uk/research/2020/05/15/how-the-c-19-lockdown-has-affected-the-work-life-balance-of-bu-academics-part-1/>

Authors “started a survey to collate data from the Women’s Academic Network on the impact of C-19 lockdown, initially targeting BU women academics, and then opening the survey to the wider academic community. We aim to identify lessons learned that can inform what staff and universities can do to reduce the impact of these abrupt changes on our work-life balance, particularly focusing on people who have been most affected. We have received 157 responses to date, 70 we could identify as being from BU staff (63 from female colleagues). The answers are providing a wealth of quantitative and qualitative data and we have just started the analysis. However, we know how important and timely the findings are and so we have decided to disseminate our initial results in a series of blogs.”

Wilson, Leanne (2020) MUM can I...Get Some Work Done?: The Economic Impact for Women ‘staying at home’., May 28

work-life balance academia

<https://www.caledonianblogs.net/wise/2020/05/28/mum-can-iget-some-work-done-the-economic-impact-for-women-staying-at-home/>

## Covid-19 VAW - impact on

### *Articles/Reports*

Fraser, Erika (2020) Impact of COVID-19 Pandemic on Violence against Women and Girls, March 16

**VAWG DFID**

<http://www.sddirect.org.uk/media/1881/vawg-helpdesk-284-covid-19-and-vawg.pdf> [last accessed 19/06/2020]

Gelder, N. van, A. Peterman, A. Potts, M. O'Donnell, K. Thompson, N. Shah, and S. Oertelt-Prigione (2020) COVID-19: Reducing the risk of infection might increase the risk of intimate partner violence, April 1

[https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370\(20\)30092-4/fulltext](https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370(20)30092-4/fulltext)

[last accessed 19/06/2020]

Article predicts that lockdowns during Covid-19 will increase domestic abuse. Advise that an increase in public awareness and understanding of the increased risk of IPV as well as how services can be safely accessed. Non-healthcare workers will be most vital during lockdowns.

Roesch, E. et al., 2020. Violence against women during covid-19 pandemic restrictions. BMJ (Clinical research ed.), 369, p.m1712.

**VAWG Covid journal article editorial**

<https://www.bmj.com/content/369/bmj.m1712> [last accessed 15/06/2020]

Scottish Government (2020) Coronavirus (COVID-19) Supplementary National Violence Against Women Guidance

**VAWG**

[https://www.cosla.gov.uk/\\_data/assets/pdf\\_file/0023/17762/COVID-19-Supplementary-VAWG-Guidance-FINAL.pdf](https://www.cosla.gov.uk/_data/assets/pdf_file/0023/17762/COVID-19-Supplementary-VAWG-Guidance-FINAL.pdf) [last accessed 17/06/2020]

UNFPA (2020) Impact of the COVID-19 Pandemic on Family Planning and Ending Gender-based Violence, Female Genital Mutilation and Child Marriage, April

**VAWG**

[https://www.unfpa.org/sites/default/files/resource-pdf/COVID-19\\_impact\\_brief\\_for\\_UNFPA\\_24\\_April\\_2020\\_1.pdf](https://www.unfpa.org/sites/default/files/resource-pdf/COVID-19_impact_brief_for_UNFPA_24_April_2020_1.pdf) [last accessed 27/06/2020]

Report highlights increased levels of domestic abuse during lockdown phases of pandemic have been reported in China, Italy, Spain, France and Australia. Evidence from other epidemics and disasters suggest risk of harm from all forms of VAWG will continue to increase post-disaster.

Usher, K., Bhullar, N., Durkin, J., Gyamfi, N., & Jackson, D. (2020). Family violence and COVID-19: Increased vulnerability and reduced options for support. *International Journal of Mental Health Nursing*, doi:<http://dx.doi.org.ezproxy.is.ed.ac.uk/10.1111/inm.12735>

WHO (2020) COVID-19 and violence against women: What the health sector/system can do, March 26

**VAW**

<https://www.who.int/reproductivehealth/publications/emergencies/COVID-19-VAW-full-text.pdf> [last accessed 19/06/2020]

#### *News articles*

BMJ (2020) Covid-19: EU states report 60% rise in emergency calls about domestic violence, May 11

[https://www.bmj.com/content/369/bmj.m1872?int\\_source=trendmd&int\\_medium=cpc&int\\_campaign=usage-042019](https://www.bmj.com/content/369/bmj.m1872?int_source=trendmd&int_medium=cpc&int_campaign=usage-042019) [last accessed 19/06/2020]

Connolly, Kate (2020) Lockdowns around the world bring rise in domestic violence, March 28

**VAW**

<https://www.theguardian.com/society/2020/mar/28/lockdowns-world-rise-domestic-violence> [last accessed 16/06/2020]

European Parliament. (2020). 'Covid-19: Stopping the Rise in Domestic Violence during Lockdown.' European Parliament.

**VAW**

<https://www.europarl.europa.eu/news/en/press-room/20200406IPR76610/covid-19-stopping-the-rise-in-domestic-violence-during-lockdown> [last accessed 11/06/2020]

Ford, Liz (2020) 'Calamitous': domestic violence set to soar by 20% during global lockdown, April 28

VAW

<https://www.theguardian.com/global-development/2020/apr/28/calamitous-domestic-violence-set-to-soar-by-20-during-global-lockdown-coronavirus>

Graham-Harrison, Emma, Angela Giuffrida in Rome, Helena Smith in Athens and Liz Ford (2020) Lockdowns around the world bring rise in domestic violence

<https://www.theguardian.com/society/2020/mar/28/lockdowns-world-rise-domestic-violence>

Grierson J. (2020) Domestic abuse killings 'more than double' amid covid-19 lockdown. Guardian. Apr 15.

VAW

<https://www.theguardian.com/society/2020/apr/15/domestic-abuse-killings-more-than-double-amid-covid-19-lockdown> [15/06/2020]

Gupta, Alisha Haridasani and Aviva Stahl (2020) For Abused Women, a Pandemic Lockdown Holds Dangers of Its Own, March 24

VAW

<https://www.nytimes.com/2020/03/24/us/coronavirus-lockdown-domestic-violence.html>  
[last accessed 19/06/2020]

Machel, Graça (2020) Covid-19 has gifted us a chance to end gender-based violence. We must take it, May 30

VAW GBV

[https://www.theguardian.com/global-development/2020/may/30/covid-19-has-gifted-us-a-chance-to-end-gender-based-violence-we-must-take-it?CMP=Share\\_AndroidApp\\_Gmail](https://www.theguardian.com/global-development/2020/may/30/covid-19-has-gifted-us-a-chance-to-end-gender-based-violence-we-must-take-it?CMP=Share_AndroidApp_Gmail)

Selvaratnam, Tanya (2020) Where Can Domestic Violence Victims Turn During Covid-19?, March 23

<https://www.nytimes.com/2020/03/23/opinion/covid-domestic-violence.html> [last accessed 19/06/2020]

Taub A (2020) A new Covid-19 crisis: Domestic abuse rises worldwide. The New York Times 6 April  
<https://www.nytimes.com/2020/04/06/world/coronavirus-domestic-violence.html> (last accessed 20/05/2020)

Townsend, M. 2020. Revealed: surge in domestic violence during Covid-19 crisis. The Guardian, 12 April  
<https://www.theguardian.com/society/2020/apr/12/domestic-violence-surges-seven-hundred-per-cent-ukcoronavirus>

### *Blogs*

Brown, Jennifer, Cole, Terri and Shell, Yvonne (2020) Lockdown: a death trap for the domestically abused? British Policy and Politics at LSE (15 Apr 2020). Blog **VAW**  
[http://eprints.lse.ac.uk/104616/1/politicsandpolicy\\_lockdown\\_a\\_death\\_trap\\_for\\_the\\_domestically.pdf](http://eprints.lse.ac.uk/104616/1/politicsandpolicy_lockdown_a_death_trap_for_the_domestically.pdf) [last accessed 19/06/2020]

Gill, Aisha K. (2020) Tackling violence against women in black and minority ethnic communities during COVID-19 and beyond  
**VAWG BME**  
<https://femrev.wordpress.com/2020/04/28/tackling-violence-against-women-in-black-and-minority-ethnic-communities-during-covid-19-and-beyond/>

Argues that it is imperative that “the specialised needs of BME women and girls are considered in the design and implementation of all relevant measures” taken to address VAWG.

O'Donnell, Megan, Amber Peterman and Alina Potts, A Gender Lens on COVID-19: Pandemics and Violence against Women and Children  
**VAW**  
<https://www.cgdev.org/blog/gender-lens-covid-19-pandemics-and-violence-against-women-and-children>

## Masculinities - under Covid-19

### *Articles/Reports*

Alcadipani, R. Pandemic and Macho Organizations: Wakeup Call or Business as Usual?. Gender Work Organ. May 13, 2020.  
<https://doi-org.ezproxy.is.ed.ac.uk/10.1111/gwao.12466>

Argues that virus is affecting societies' gender dynamics in general and in organizations in particular. Ethnographic research of police organization in Brazil, examines impact of Covid on hegemonic masculinity in organizations. Police organizations are prototypical hegemonic masculinity organizations. Argues pandemic initially encourages the performance of the police typical macho masculinity, but as the disease progresses, challenges it. However it is unclear that an alternative gender dynamic will emerge from this crisis in macho organizations.

Burrell, Stephen and Sandy Ruxton (2020) Coronavirus reveals just how deep macho stereotypes run through society, April 9

Masculinity

<https://theconversation.com/coronavirus-reveals-just-how-deep-macho-stereotypes-run-through-society-134968> [last accessed 16/06/2020]

Kehler, Michael (2020) Beyond the locker room: Coronavirus isolation is an opportunity to teach boys about toxic masculinity, May 25

<https://theconversation.com/beyond-the-locker-room-coronavirus-isolation-is-an-opportunity-to-teach-boys-about-toxic-masculinity-136605> [last accessed 16/06/2020]

Lockdown with children at home offers unique opportunity for parents to support sons to act differently. Also offers fathers the chance to choose new and alternative masculinities - Elliott's "caring masculinities." (2016)

Parmanand, Sharmila (2020) The dangers of masculinity contests in a time of pandemic, Oxford Political Review, April 18

feminist/gender analysis masculinities

<https://oxfordpoliticalreview.com/2020/04/18/the-dangers-of-masculinity-contests-in-a-time-of-pandemic/> [last accessed 16/06/2020]

Argues that pandemic is political and that how the problem(s) are framed need scrutiny. Using feminist framework, author examines some governmental responses to pandemic.

### *News Articles*

Dembroff, Robin (2020) In this moment of crisis, macho leaders are a weakness, not a strength, April 13

opinion masculinities

<https://www.theguardian.com/commentisfree/2020/apr/13/leaders-trump-bolsonaro-coronavirus-toxic-masculinity>

Solnit, Rebecca (2020) Masculinity As Radical Selfishness: Rebecca Solnit on the Maskless Men of the Pandemic, May 29

**masculinity care race**

[https://lithub.com/masculinity-as-radical-selfishness-rebecca-solnit-on-the-maskless-men-of-the-pandemic/?fbclid=IwAR2YDc79DLX29rJUfRo-LcmIIB3EgbqyiN\\_nNaICe9tQWXqqIsAFUV5w97c](https://lithub.com/masculinity-as-radical-selfishness-rebecca-solnit-on-the-maskless-men-of-the-pandemic/?fbclid=IwAR2YDc79DLX29rJUfRo-LcmIIB3EgbqyiN_nNaICe9tQWXqqIsAFUV5w97c)

### *Blogs*

Ewig, Christina (2020) Gender, Masculinity, and COVID-19, April 27

<https://www.newsecuritybeat.org/2020/04/gender-masculinity-covid-19/> [last accessed 15/06/2020]

“Gender is shaping the COVID-19 crisis in real and significant ways. Beyond the direct, visible practices that by now we all should understand—stay home, wash your hands, step back six feet—gender and its interactions with class, race, and immigrant status impact a number of dimensions of this crisis. From epidemiology to the vulnerabilities of front-line health workers, from the distribution of care work within families to the implications of quarantine for domestic violence, we need to reflect critically on these interactions to shape a truly effective policy response to this pandemic.”

Ewig, Christina (2020) Gender and the “War” on Covid-19, April 17

**Masculinity**

<https://www.newsecuritybeat.org/2020/04/gender-war-covid-19/> [last accessed 30/06/2020]

## Remote Working - General

### *Articles/Reports*

Jenkins, Fiona (April 4 2020) Did our employers just requisition our homes?:

<https://www.canberratimes.com.au/story/6701054/did-our-employers-just-requisition-our-homes/>

“The university just requisitioned her space when it mandated working from home. Would saying things this way help us to see that we might be doing more to systemically even out the burden imposed on her and the burden imposed on me? At

present, the promise is that such situations will be reviewed on an individual basis. But seeing requisition as imposing unequal burdens suggests the onus might lie with employers to elaborate some principles about enabling all to work from home while distributing the cost that imposes more evenly. We might also consider whether what is on offer here is enough flexibility on the employer's part to compensate for the "flexibility" now being imposed on the employee. In effect, trading up to two hours a working day against all the other expenses of taking work into an under-equipped home is perhaps not quite as generous toward certain people as it might seem at first."

Manzo, Lidia Katia C and Alessandra Minello (2020) Mothers, childcare duties, and remote working under COVID-19 lockdown in Italy: Cultivating communities of care  
feminist/gender analysis care remote working equality  
<https://journals.sagepub.com/doi/pdf/10.1177/2043820620934268> [last accessed 17/06/2020]

Abstract: Drawing on a virtual ethnography, we explore how the increase in remote working has created unequal domestic rearrangements of parenting duties with respect to gender relations during the COVID-19 lockdown in Italy. We also discuss the resources that mothers have mobilized to create a network of social support in the organization of care.

Renaud, Karen, Paul van Schaik, Alastair Irons, Sara Wilford (2020) 2020 UK Lockdown Cyber Narratives: the Secure, the Insecure and the Worrying, June 11  
remote working HE  
<https://arxiv.org/pdf/2006.06340.pdf> [last accessed 19/06/2020]

Paper highlights the need for organisations to have contingency plans in place for working online. "The insecure usages and poor communications we highlight are a symptom of a lack of advance pre-pandemic planning. We hope that this paper will help organisations to plan more effectively for the future," In particular, in universities, the rush to move online has resulted in confidential discussions being open to interception, students' work being accessed, exams compromised and sensitive data inadvertently leaked.

Sharoni, Simona (2020) Reimagining a Feminist Virtual Classroom Amidst a Global Pandemic, Feminist Review  
feminist/gender analysis academia feminist pedagogy

<https://femrev.wordpress.com/2020/03/23/reimagining-a-feminist-virtual-classroom-amidst-a-global-pandemic/>

Yarrow, Emily and Julie Davies (2020) Does working from home exacerbate gender inequalities? 17/04

<https://wonkhe.com/blogs/co-working-co-parenting-covid-19-will-working-from-home-exacerbate-gender-inequalities/> [last accessed 17/06/2020]

Yes, for all the reasons that feminists know, however the authors argue that there are also “valuable opportunities for learning about how academia and other workplaces could become more equitable.”

### *News Articles*

Matt Binder (2020) Stolen Zoom passwords and meeting IDs are already

being shared on the dark web, April 7

<https://mashable.com/article/stolenzoom-passwords-dark-web/?europe=true> [last accessed 19/06/2020]

Gaskell, Adi (2020) Breaking Down The Gender Divide To Survive Working From Home, April 1

feminist/gender analysis remote work

<https://www.forbes.com/sites/adigaskell/2020/04/01/breaking-down-the-gender-divide-to-survive-working-from-home/#5b66b61520cf> [last accessed 17/06/2020]

Smith, Julia and Fiona Jenkins (2020) About that spare room: employers requisitioned our homes and our time, June 11

feminist/gender analysis remote working

<https://theconversation.com/about-that-spare-room-employers-requisitioned-our-homes-and-our-time-139854> [last accessed 16/06/2020]

“It’s not what might have been expected after a historic opportunity to rethink productivity and wellbeing. Putting money into the care sector creates twice as many jobs per dollar as putting it into construction. A higher proportion of investment in the care sector also flows to women, whose paid work has been disproportionately hit by the shutdown..... Things that would help include increased worker protection against white collar sweatshops), expanded and reconfigured tax deductions for working from

home, a paid allowance for home schooling costs during the shutdown and a shorter working week to rebalance roles at home.”

Strengers, Yolanda, Coronavirus has sparked a work from home revolution, but is it a backward step for gender equality? (5 April 2020)

<https://www.abc.net.au/news/2020-04-06/yolande-stengers-gender-and-corona/12109010>

### *Blogs*

Grewal, Kiran et al (2020) Confronting ‘The Household’  
**feminist/gender analysis equality**

<https://femrev.wordpress.com/2020/05/26/confronting-the-household/> [last accessed 17/06/2020]

Series of personal reflections on “the ways in which ‘the household’ has so quickly become normalised as part of the discourse about Covid-19.” And why “ we need to be wary of its heteronormative, nation-based, race, class and gender privileged logic. How is it possible that safety continues to be imagined within a family frame that bears so little relationship to the majority experience of labour, migration, displacement, homelessness, and poverty? How does ‘the household’ serve racist, nationalist, sexist and homophobic agendas?”

Hipp, Lena et al (2020) Parents’ Home Office Challenge During the Coronavirus Pandemic, May 28

**remote working**

<https://www.solidarityandcare.org/stories/blog/parents-home-office-challenges-during-the-coronavirus-pandemic> [last accessed 17/2020]

Based on results of an online survey taken one week after closure of nurseries and schools, found that “women experienced greater declines in all three satisfaction dimensions compared to men by around minus three percentage points. Predictably, working from home seemed to be more challenging for parents, who experienced a greater decline in satisfaction with work and life in general than their childless counterparts by six and 1.5 percentage points, respectively. At the same time, parents also reported lower declines in their satisfaction with family life compared to non-parents by around five percentage points.”

Skeggs B (2020) Introducing solidarity and care during the COVID-19 pandemic.  
<https://www.solidarityandcare.org/stories/introducing-solidarity-and-care-during-the-covid-19-pandemic> [last accessed 17/06/2020]

## Remote Working - Cyber violence

### *Articles/Reports*

UN Women, Online and ICT\* facilitated violence against women and girls during COVID-19:  
<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/brief-online-and-ict-facilitated-violence-against-women-and-girls-during-covid-19-en.pdf?la=en&vs=2519> [last accessed 19/06/2020]

The brief highlights emerging trends and impacts of COVID-19 on online and ICT facilitated violence against women and girls (VAWG). It provides examples of strategies put in place to prevent and respond to online/ ICT facilitated VAWG and makes recommendations on how different actors can best address this issue.

### *News articles*

Akiwowo, Sayi (2020) Black mental health needs protecting online – here’s how you can help  
<https://gal-dem.com/black-mental-health-needs-protecting-online-heres-how-you-can-help/> [18/06/2020]

Batty, David (2020a) Harassment fears as students post extreme pornography in online lectures, April 22  
**online teaching**  
<https://www.theguardian.com/education/2020/apr/22/students-zoombomb-online-lectures-with-extreme-pornography> [last accessed 18/06/2020]

“Switch to remote learning during coronavirus lockdown shows up flaws in UK universities’ online security“

Batty, David (2020b) University of Derby suspends students over offensive group chat, April 19  
**online teaching**

<https://www.theguardian.com/uk-news/2020/apr/19/university-of-derby-suspends-students-over-offensive-group-chat> [last accessed 18/06/2020]

Glaser, April, Ben Kessler and Olivia Solon (March 25, 2020) In video chats, familiar forms of online harassment make a comeback

online teaching

<https://www.nbcnews.com/tech/security/video-chats-familiar-forms-online-harassment-make-comeback-n1168806> [last accessed 17/06/2020]

“Beyond threats of harassment and hate speech over Zoom, professors and other educators who use online conferencing tools are also vulnerable because of the potential for private information about them or their families to be exposed.” In particular, women, BAME and those teaching courses on gender/race most at risk of concerted efforts to harass.

Glitch (2020) If you thought online abuse was bad, then COVID-19 has made it a whole lot worse

online

<https://fixtheglitch.org/2020/06/12/covid19/> [last accessed 18/06/2020]

Gopal, Priyamvada (2020) June 25

<https://medium.com/@priyamvadagopal/thanks-to-a-concerted-campaign-by-4-chan-and-other-righting-white-nationalist-groups-the-great-4f0aa96d4f3e> [last accessed 25/06/2020]

Jokic, Natasha (2020) I told my university I was harassed online. They asked me what a hashtag was, April 20

online teaching harassment

<https://www.theguardian.com/education/2020/apr/20/i-told-my-university-i-was-harassed-online-they-asked-me-what-a-hashtag-was> [last accessed 17/06/2020]

Student harassed online at university.

Martin, Alexander (2020) University of Warwick hiding data security risks from students and staff, April 8

<https://news.sky.com/story/university-of-warwick-hiding-data-security-risks-from-students-and-staff-11968654> [last accessed 18/06/2020]

Mudgway, Cassandra and Kate Jones (2020) As use of digital platforms surges, we'll need stronger global efforts to protect human rights online, April 8  
**online harassment**

<https://theconversation.com/as-use-of-digital-platforms-surges-well-need-stronger-global-efforts-to-protect-human-rights-online-135678> [last accessed 17/06/2020]

## Remote Working - Isolation

### *Articles/Reports*

Gao, Grace and Linna Sai, Towards a 'virtual' world: Social isolation and struggles during the COVID-19 pandemic as single women living alone. Gender Work Organ. 2020.

**academia journal article single female academics isolation virtual work**

<https://doi-org.ezproxy.is.ed.ac.uk/10.1111/gwao.12468>

García-González, Marialuz, Torrano, Fermín & García-González, Guillermo, 2020. Analysis of Stress Factors for Female Professors at Online Universities. International Journal of Environmental Research and Public Health, 17(8), p.2958.

**Sex roles remote teaching work-life balance academic journal article**

<https://www.mdpi.com/1660-4601/17/8/2958>

Abstract: The aim of this paper is to analyze the primary stress factors female professors at online universities are exposed to. The technique used for the prospective and exploratory analysis was the Delphi method. Two rounds of consultations were done with fourteen judges with broad experience in health and safety at work and university teaching who reached a consensus of opinion regarding a list of nine psychosocial risk factors. Among the most important risk factors, mental overload, time pressure, the lack of a schedule, and emotional exhaustion were highlighted. These risk factors are related to the usage and expansion of information and communication technology (ICT) and to the university system itself, which requires initiating more research in the future in order to develop the intervention programs needed to fortify the health of the affected teachers and protect them from stress and other psychosocial risks.

# Reimagining Futures

## *Articles/Reports*

Hawai'i State Commission on the Status of Women (2020) Building Bridges, Not Walking on Backs: A Feminist Economic Recovery Plan for COVID-19

**feminist/gender analysis**

<https://humanservices.hawaii.gov/wp-content/uploads/2020/04/4.13.20-Final-Cover-D2-Feminist-Economic-Recovery-D1.pdf> [last accessed 22/06/2020]

“The COVID-19 response, recovery and stimulus actions must include input from the impacted, essential sectors that employ a majority of women and organizations that serve women, girls and people who identify as women, femme and nonbinary. This must include collection, analysis and publication of disaggregated data (gender, race/ethnicity, indigeneity, age, zip code, and social data) on COVID-19 cases and the economic impact of COVID-19.”

Northern Ireland Women's European Platform (NIWEP) (2020) Webinar series: Achieving a gendered COVID-19 recovery: leaving no one behind, May 12

**feminist/gender analysis**

<https://blog.niwep.org/sites/default/files/NIWEP%20COVID-19%20webinar%20series%20-%20summary%20paper%20session%201.pdf>

Launch of a webinar series to look at what a feminist approach to easing of lockdown and what the future could look like, and how to achieve. The series plans to share learning and perspectives from across the UK and Ireland and beyond, with particular focus on Northern Ireland.

## *News Articles*

MacGregor, Sherilyn and Maeve Cohen (2020) It's time to talk about a feminist green new deal, May 20

**opinion feminist/gender analysis care**

<https://www.opendemocracy.net/en/oureconomy/its-time-to-talk-about-a-feminist-green-new-deal/>

Manji, Ambreena, Carli Coetzee, Ola Uduku and Toby Green (2020) The world cannot afford any more global academic jamborees, May 21  
opinion feminist/gender analysis environment equality  
<https://www.timeshighereducation.com/opinion/world-cannot-afford-any-more-global-academic-jamborees>

“Apart from the ecological degradation, the conference circuit is riven by socio-economic, class, race and gender divides, say Ambreena Manji and three others.”

Nguyen, Francis (2020) This state says it has a ‘feminist economic recovery plan.’ Here’s what that looks like.  
feminist/gender analysis  
<https://www.thelily.com/this-state-says-they-have-a-feminist-economic-recovery-plan-heres-what-that-looks-like/>

Interview with Khara Jabola-Carolus, the commission’s executive director, “to explore the plan’s vision for a state with complex identities and challenges, and how the plan can be adapted — and adopted — across the United States.”

Rollock, Nicola (2020) It’s time for white people to step up for black colleagues: The protests in the US are a pivotal moment and people of colour need active allyship, June 4, 2020  
race employment equality re-imagining futures  
<https://www.ft.com/content/beadaf00-a4f8-11ea-a27c-b8aa85e36b7e> [last accessed 04/06/2020]

### *Blogs*

Duncanson, Claire (2020) A recovery plan which works for women also works for the planet, July 13  
feminist/gender analysis re-imagined futures environment  
<https://genderpoliticsatedinburgh.wordpress.com/2020/07/13/a-recovery-plan-which-works-for-women-also-works-for-the-planet/> [last accessed 14/07/2020]

Tudor, Alyosxa (2020) Racism, Migratism, Covid, Feminist Review  
feminist /gender analysis interesectionality re-imagined futures  
<https://femrev.wordpress.com/2020/05/26/racism-migratism-covid/>

“The Covid-19 pandemic has made inequalities apparent that have existed all along—as Kimberle Crenshaw puts it, it ‘lays bare’ intersectional vulnerabilities. Looking specifically at the situation of seasonal migrant workers who live and work under exploitative conditions and stay in mass accommodation where no social distancing is possible, I extract political and epistemological claims going forward: the need for anti-nationalism (including open borders and pro-immigration legislation), transnational analysis, and a thorough critique of the paradigm of the nation state in knowledge productions.”