

In previous recessions, men were more likely than women to lose their jobs, leading to the label **male-breadwinner** (Nivakoski and Mascherini, 2021). Job losses were more severe in occupations in which men are over-represented, such as construction and manufacturing, in which, in the EU, the **male-breadwinner** label is used.

women after an external shock. Our argument is that in countries with greater gender equality, adverse short- and medium-term effects on labour are likely distributed more fairly across both genders, also enabling faster recovery. Contrary to gender-role preserving policies, such as policies that incentivise part-time work for women and high family allowances, the following policies would facilitate a rebound in labour markets:

1. **Targeted financial incentives** in a family impact women's incentives to work full-time (Bick and Fuchs-Schündeln, 2014; Dao et al., 2014). Furthermore, policy changes removing negative incentives significantly impact women's choices and reduce the gender participation gap in the labour market (Christiansen et al., 2016). In crises, when public care facilities are closed, families make rational choices. Often, the partner with less income and/or fewer working hours stays home and takes over care responsibilities. Furthermore, traditionally, men would not participate in the labour market before the pandemic would be even less inclined to take up employment opportunities. For instance, in critical infrastructure professions, such as healthcare, it was difficult to recruit labour despite them being female.

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