

# The Impact of the COVID-19 Pandemic on Labor Market Outcomes: Differential Impacts at the Intersections of Race and Gender

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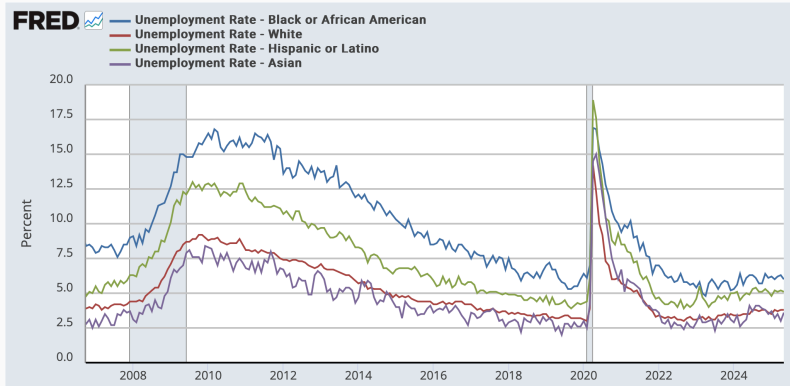
June 21st, 2025

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- **Question:** Which groups were hit the hardest by the pandemic?
- **Main Findings:** Heterogeneity in unemployment risk by race and gender
  - Latinas & Asian women had the biggest initial unemployment spikes
  - Black men saw the deepest and most persistent declines in LFP
- **Takeaway:** Early stage, but policy-relevant
- **This Discussion:** Focus on two main points
  1. Pandemic vs. Great Recession: what makes COVID-19 different?
  2. Unpacking mechanisms: industry, remote work, or childcare?

# 1ST COMMENT: HETEROGENEITY IN UNEMPLOYMENT RISK DURING RECESSIONS

Figure 1: Unemployment Rate: Great Recession vs Pandemic



- Great Recession: more unequal across races
- What makes COVID-19 different?

What could be driving these differences?

- **Industry Affected:** More women in healthcare and hospitality
- **Work from home:** White men hold most remote-eligible roles
- **Childcare Burdens:** School closures pulled parents out of the labor force
- **Job Security & Unions:** Job security varies by race–gender
- **Great Resignation:** Quits accentuated persistence in unemployment for some groups