

## COVID-19 TAKES A TOLL ON WOMEN'S CAREERS

### DISCUSSION QUESTIONS

- How do you think work will change as a result of the global pandemic? What are companies' ethical responsibilities to employees affected by the challenges in work-life balance?
- How important is gender diversity in the workplace when you consider that many of the pandemic-affected professions involve retail and service connections with customers?

### DISCUSSION POINTS

Businesses have a legal and ethical responsibility to maintain gender diversity in the workforce. Gender diversity creates a culture that embraces the collective nature of our society. Businesses of all sizes have an accountability to both their primary and secondary stakeholders to maintain and manage all types of diversity to abide by the rule of law and embrace 'best practices.' The long-term viability of some organizations may be challenged if recent strides in improving female representation, particularly at higher levels in the organization, is stymied by this health crisis.

*Daniels Fund Ethics Initiative Principles involved: Integrity, Accountability, Fairness, Rule of Law, Viability*

*Dr. O.C. Ferrell and Dr. Linda Ferrell with Auburn University wrote this case with the approval and collaboration of the Daniels Fund.*

### ORIGINAL ARTICLE(S)

**Women in the Workplace 2020**, McKinsey & Co.

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>

**The pandemic could push an alarming number of women out of the workforce**, CNN.com

<https://www.cnn.com/2020/09/30/success/women-senior-level-pandemic/index.html>