


**GENDER PAY EQUITY IN TIMES OF PANDEMIC COVID-19: A SYSTEMATIC LITERATURE REVIEW**

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ARTICLE INFO	ABSTRACT
<p><b>Article history:</b></p> <p><b>Received</b> 21 November 2022</p> <p><b>Accepted</b> 31 January 2023</p>	<p><b>Purpose:</b> Building on previous research on gender pay equality, the purpose of this study is to investigate the impact of the pandemic by determining whether or not it has increased existing pay discrepancies and whether or not it has caused pay inequalities in the workplace.</p>
<p><b>Keywords:</b></p> <p>Pandemic; COVID-19; Gender Pay Gap; Labor Equity; Systematic Review.</p>	<p><b>Research methodology:</b> The method of systematic review of the literature and its guidelines has been used, which includes the following seven steps: Raise the research problems, select the sources and search strategies, establish the selection criteria, study selection, Quality evaluation, data extraction strategies and data synthesis, of research on the effects of the Covid-19 pandemic on the gender wage gap.</p> <p><b>Findings:</b> The data analysis shows the main publication medium where the articles were disseminated has a total of ten articles, becoming an important reference and where the main cause of the salary gap was the work carried out by women was the undervaluation compared to that carried out For men, a second factor is the report of fewer job opportunities.</p>
	<p><b>Research limitations:</b> The information in this page may be extrapolated to all of our facilities. Nonetheless, further research is needed to corroborate these conclusions. The data comes from several sources, making bias less likely.</p> <p><b>Practical implications:</b> The study suggests that labor organizations review their practices regarding the incorporation of their workers, with due respect for equality between men and women, understanding that both have the same opportunities, rights and, furthermore, that they must be evaluated based on the capacity development.</p> <p><b>Originality/Value:</b> This study whose selection criteria of a large number of investigations of the main databases, led us to the analysis of sixty scientific articles, answering the research questions and establishing significant conclusions on the subject matter.</p> <p>Doi: <a href="https://doi.org/10.26668/businessreview/2023.v8i1.937">https://doi.org/10.26668/businessreview/2023.v8i1.937</a></p>

**EQUIDADE DE PAGAMENTO DE GÊNERO EM TEMPOS DE PANDEMIA COVID-19: UMA REVISÃO SISTEMÁTICA DA LITERATURA**

**RESUMO**

**Objetivo:** Com base em pesquisas anteriores sobre igualdade salarial entre homens e mulheres, o objetivo deste estudo é investigar o impacto da pandemia, determinando se ela aumentou ou não as discrepâncias salariais existentes e se causou ou não desigualdades salariais no local de trabalho.

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**Metodologia de pesquisa:** Foi utilizado o método de revisão sistemática da literatura e de suas diretrizes, que inclui os sete passos seguintes: Levantar os problemas de pesquisa, selecionar as fontes e estratégias de pesquisa, estabelecer os critérios de seleção, seleção de estudos, avaliação de qualidade, estratégias de extração de dados e síntese de dados, de pesquisa sobre os efeitos da pandemia de Covid-19 sobre a brecha salarial de gênero.

**Conclusões:** A análise dos dados mostra que o principal meio de publicação onde os artigos foram divulgados tem um total de dez artigos, tornando-se uma referência importante e onde a principal causa da brecha salarial foi o trabalho realizado por mulheres foi a subvalorização em relação ao realizado Para os homens, um segundo fator é o relatório de menos oportunidades de emprego.

**Limitações da pesquisa:** As informações desta página podem ser extrapoladas para todas as nossas instalações. No entanto, são necessárias mais pesquisas para corroborar estas conclusões. Os dados provêm de várias fontes, tornando menos provável o enviesamento.

**Implicações práticas:** O estudo sugere que as organizações trabalhistas revejam suas práticas em relação à incorporação de seus trabalhadores, com o devido respeito pela igualdade entre homens e mulheres, entendendo que ambos têm as mesmas oportunidades, direitos e, além disso, que devem ser avaliados com base no desenvolvimento da capacidade.

**Originalidade/Valor:** Este estudo, cujo critério de seleção de um grande número de investigações das principais bases de dados, nos levou à análise de sessenta artigos científicos, respondendo às perguntas da pesquisa e estabelecendo conclusões significativas sobre o assunto.

**Palavras-chave:** Pandemia, COVID-19, Diferença Salarial entre os Sexos, Equidade Trabalhista, Revisão Sistemática.

## IGUALDAD SALARIAL ENTRE HOMBRES Y MUJERES EN TIEMPOS DE PANDEMIA COVID-19: REVISIÓN SISTEMÁTICA DE LA BIBLIOGRAFÍA

### RESUMEN

**Objetivo:** Partiendo de investigaciones anteriores sobre la igualdad salarial entre hombres y mujeres, el objetivo de este estudio es investigar el impacto de la pandemia determinando si ha aumentado o no las discrepancias salariales existentes y si ha causado o no desigualdades salariales en el lugar de trabajo.

**Metodología de la investigación:** Se utilizó el método de revisión sistemática de la literatura y sus directrices, que incluye los siete pasos siguientes: Planteamiento de los problemas de investigación, selección de las fuentes y estrategias de investigación, establecimiento de los criterios de selección, selección de estudios, evaluación de la calidad, estrategias de extracción de datos y síntesis de datos, de la investigación sobre los efectos de la pandemia del Covid-19 en la diferencia salarial entre hombres y mujeres.

**Conclusiones:** El análisis de los datos muestra que el principal medio de publicación donde se difundieron los artículos cuenta con un total de diez artículos, lo que lo convierte en una referencia importante y donde la principal causa de la brecha salarial fue la infravaloración del trabajo realizado por las mujeres en comparación con el realizado Por los hombres, un segundo factor es la denuncia de menores oportunidades laborales.

Limitaciones de la investigación: la información de esta página puede extrapolarse a todos nuestros centros. Sin embargo, se necesitan más investigaciones para corroborar estos resultados. Los datos proceden de múltiples fuentes, lo que reduce la probabilidad de sesgo.

**Implicaciones prácticas:** El estudio sugiere que las organizaciones laborales revisen sus prácticas en relación a la incorporación de sus trabajadores, teniendo en cuenta la igualdad de género, entendiendo que ambos tienen las mismas oportunidades, derechos y además que deben ser evaluados en función del desarrollo de sus capacidades.

**Originalidad/Valor:** Este estudio, cuyo criterio de selección de un gran número de investigaciones de las principales bases de datos, nos llevó al análisis de sesenta artículos científicos, respondiendo a las preguntas de investigación y estableciendo conclusiones significativas sobre el tema.

**Palabras clave:** Pandemia, COVID-19, Diferencias Salariales entre Hombres y Mujeres, Igualdad Laboral, Revisión Sistemática.

### INTRODUCTION

It has been observed that during the last few years, female participation in the labor market, academic life, politics and education has increased, especially in developed countries,

thus reducing the gender labor gap in these societies. Even so, despite women's efforts to enter the labor markets, they still have limitations such as marital status or being head of household, which is a condition that discriminates against them when they are elected to managerial positions (Abadia, 2005). Similarly, women are treated differently in the workplace due to sociocultural factors (Bernat, 2005). Also, it may happen that despite the fact that women have a better education than men, they are less likely to assume managerial positions and get less pay than men (Tenjo & Herrera, 2009). Likewise, women on average are happier if they work part-time (Leapman, 2007), taking the case of Argentina, for example, where 52.4% of part-time jobs are held by women in contrast to 25.4% for men, and taking the average number of hours spent per week, women dedicate 32.3 in contrast to 43.4 male hours per week (Ministry of Production and Labor, Employment and Social Security of Argentina, 2017), so allocating more hours to work is an important factor to take into account when climbing professionally.

On the other hand, in July 2021, as many as 31.3 million people reported that they were unable to work because their employer closed or lost their business due to the Covid-19 pandemic (Un Women, 2021). Similarly, people engaged in services were the most affected, increasing to 33% unemployment for personal care workers (hairdressers, spas, nannies, housekeeping, assistants, etc.) and 24% unemployment for workers involved in food preparation and related services were affected due to Covid-19 (Un Women, 2021). To this should be added that, due to the pandemic, many schools and day care centers also closed and telework increased greatly (Bloom, 2020)- Along with the drastic changes in people's lives, the pandemic increased the demand for work at home, especially for those parents who have younger or school-aged children (Calarco et al., 2020) which meant that some households had to make adjustments in their paid and unpaid work routines (Collins et al., 2021).

It is in this context that we propose to conduct the present research, in order to know what is the existing situation regarding the gender wage gap and how it has behaved in the face of the Covid-19 pandemic, and that the results presented will be of great use in providing a general overview to those interested in seeking more egalitarian solutions in society. A Systematic Literature Review (Kitchenham & Charters, 2007) is conducted as an analysis methodology to efficiently answer eight research questions with the respective quality controls.

The present research was conducted according to the following: Section II presents the background of the work previously done on the topic in question. Section III is made up of the Systematic Review of the Literature, which is the methodology of analysis where all the steps that were fulfilled for the writing of this article are detailed. Section IV presents the set of primary studies that have been selected, as well as the results and discussions of the research

questions that were posed. Finally, Section V presents the conclusions and future research on the topic.

## **BACKGROUND AND RELATED WORKS**

Nicolson, (1997) takes visible factors such as education and experience and invisible factors such as culture as well as the unconscious psychological impact of the organization on women as barriers that prevent their full insertion into the labor market on equal terms with men. Flores (1999) points out that women consider paid work to be very important, since it will allow them economic autonomy and the power to make decisions in the social sphere. She also warns that the gender wage gap takes into account human capital factors such as education and work experience and that, due to this gap, women suffer poverty and exclusion not only in the social sphere but also within the family.

Guataquí et al., (2000) considered the gender wage gap as "labor discrimination and is when there are two workers with the same productive capacity but who differ in some personal characteristic unrelated to it, so that one receives inferior treatment in terms of employment opportunities, working conditions or education" (Guataquí et al., 2000).

Similarly, Isaza, (2009) indicates that the level of education shortens the wage discrimination between men and women. On the other hand, Barraza, (2010) concluded that, in the metropolitan areas of Barranquilla, Cartagena and Monería, women had increased the years of higher education compared to men, thus increasing women's income, not so in the case of men whose income remained constant.

Chávez & Ríos, (2014) pointed out that, although it is true that the participation of skilled workers behaves similarly for both men as well as women, men are preferred to be hired for managerial positions, mainly due to the marital status of women, this being the most determining factor of the "glass ceiling". Although, on the other hand, Niederle & Vesterlund, (2007) explain that this preference is due to temperamental factors, due to the fact that, on average, men are willing to take more risks than women, as well as to competition. This competition is explained by Trivers, (1972) males of most species, including humans, are engaged in a fierce struggle with each other for access to high status positions and dominance of resources, which increase their chances of mating with attractive females and increase their chances of having offspring.

García, (2018) notes that according to the National Institute of Statistics (INE) of Spain, women earn 20% than men and that, as of the date of his article, wage discrimination is an unresolved problem. The meta-analysis study conducted from 1914 to 2011 by Pinker, (2009)

found that women have had an advantage in school. He also notes that because women live on average 7 years longer than men, they have a career advantage, and they generally retire much earlier than men. As can be seen, in the works cited, the authors indicate that there are inequalities on both sides, but they all agree that the level of education influences income, whether women or men.

Finally, it is necessary to mention that the application of the Systematic Literature Review (Nicolson, 1997) as a method of analysis allowed us to analyze the information with a high degree of efficiency, and we also made use of the Mendeley application as a bibliography manager and documentation organizer, which facilitated the control of the articles and the speed of review and reading.

## **REVIEW METHOD**

For the development of this article, the review method suggested by Kitchenham & Charters, (2007) for systematic literature review (SLR) and its guidelines have been taken into account, as shown in Figure 1. The review method includes the following seven steps: (A) formulating research problems, (B) selecting sources and search strategies, (C) establishing selection criteria, (D) study selection, (E) quality assessment, (F) data extraction strategies, and (G) data synthesis.

### **A. RESEARCH PROBLEMS AND OBJECTIVES**

The main objective of this study is to determine the impact of the Covid-19 pandemic on the gender wage gap. In order to meet the objectives of this study, the following research questions were formulated:

RQ1: What have been the main publication outlets where the selected studies on the Covid-19 pandemic and its effect on the gender wage gap have been disseminated?

RQ2: What have been the main causes of the impact of the Covid-19 pandemic on the gender wage gap?

RQ3: What are the main economic areas/context where the selected studies on the Covid-19 pandemic and its effect on the gender wage gap were conducted?

RQ4: What have been the main consequences of the Covid-19 pandemic on the gender wage gap?

RQ5: Which countries have the largest number of publications on the effect of the Covid-19 pandemic on the gender wage gap?

RQ6: Which authors have been most cited in the selected studies on the effect of the Covid-19 pandemic on the gender wage gap?

RQ7: What are the most frequently used main concepts by year on the effect of the Covid-19 pandemic on the gender wage gap?

RQ8: What are the most relevant Keywords used most frequently in the selected research on the effect of the Covid-19 pandemic on the gender wage gap?

Each of the RQs with their targets as evidenced in Table 1:

Table 1. Objectives of the proposed RQs

RQ	OBJECTIVES
RQ1	To determine which have been the main publication media where the selected studies on the Covid-19 pandemic and its effect on the gender pay gap have been disseminated.
RQ2	To identify what have been the main causes of the impact of the Covid-19 Pandemic on the gender wage gap.
RQ3	To Specify what have been the main economic areas/context where the selected studies on the Covid-19 pandemic and its effect on the gender wage gap were conducted.
RQ4	To define what have been the main consequences of the Covid-19 pandemic on the gender wage gap.
RQ5	To Establish the countries with the largest number of publications on the effect of the Covid-19 pandemic on the gender wage gap.
RQ6	To Specify which authors have been most cited in the selected studies on the effect of the Covid-19 pandemic on the gender pay gap.
RQ7	To Identify the most frequently used main concepts by year on the effect of the Covid-19 pandemic on the gender pay gap.
RQ8	To Point out which are the most relevant Keywords most frequently used in the selected research on the effect of the Covid-19 pandemic on the gender wage gap.

## B. SOURCES AND SEARCH STRATEGIES

For the present study, the search sources were chosen from prominent digital libraries related to economics, social sciences, political science and related Fields: Google Scholar, Microsoft Academic, Wiley Online Library, ProQuest, Agora, Scopus

For the search strategy, search terms were established based on the research problems. Search equations were created using Boolean operators (AND and OR) according to the syntax of each search source: Covid- 19 pandemia OR Covid19 OR Corona Virus OR Sars-Cov-2; Gender pay gap OR Gender income gap OR; Gender wage gap; Gender pay equity OR Gender income equity OR Gender wage equity; Method OR Methodology OR Model).

The search procedure was carried out using the following search equation for the study, according to Table 2 below.



Table 2. Table of Sources and Search Equations

SOURCE	GENERIC SEARCH EQUATION
Google Scholar	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND ("gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity") AND (method OR methodology OR model)
Microsoft Academic	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND "gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity" AND method OR methodology OR model
Wiley Online Library	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND ("gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity") AND (method OR methodology OR model)
ProQuest	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND ("gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity") AND (method OR methodology OR model)
Agora	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND ("gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity") AND (method OR methodology OR model)
Scopus	("covid-19 pandemic" OR "corona virus" OR covid19 OR covid-19) AND ("gender wage gap" OR "gender income gap" OR "gender pay gap" OR "gender wage equity" OR "gender income equity" OR "gender pay equity") AND (method OR methodology OR model)

### C. SEARCH RESULTS

Once the different search equations were applied, a total of 7747 base studies were obtained, distributed as follows, as shown in Table 3. Google Scholar, Microsoft Academic and ProQuest are the most prominent digital libraries on the subject under study.

Table 3: Number of studies by source

Source	N° of studies
Google Scholar	3 020
Microsoft Academic	1 253
Wiley Online Library	268
ProQuest	2 651
Agora	280
Scopus	275
TOTAL	<b>7 747</b>

### D. SELECTION CRITERIA

Exclusion criteria were defined to more accurately assess the quality of the available studies. The studies were reviewed and discussed by the authors for exclusion. The exclusion criteria applied for the review of the studies were as follows:

CE1: Articles are older than 02 years.

CE2: The articles are not written in English language.

CE3: The titles and keywords of the articles are not very appropriate.

SC4: The full text of the article is not available.

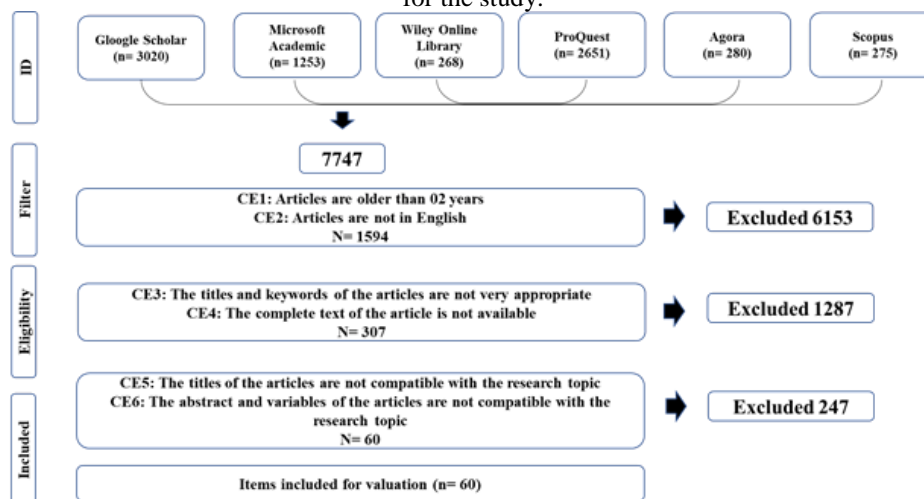
CE5: The titles of the articles are not compatible with the research topic.

CE6: The abstracts and variables of the articles are not compatible with the research topic.

## E. SELECTION OF STUDIES

We started with 7,747 base studies, to which 3 stages were applied for study selection, each with 2 exclusion criteria as shown in Figure 1.

Figure 1. Consolidated number of results when applying the criteria. Finally, a total of 60 articles were selected for the study.



## F. QUALITY ASSESSMENT

Each of the 60 studies that have remained after stage 4 of the study selection were independently evaluated by the authors according to 4 formulated QA (Quality Assurance).

QA1: Are the research objectives clearly identified in the paper?

QA2: Is the experiment performed adequate and acceptable?

QA3: Does the document explain the context in which the research was conducted?

QA4: Are the results of the experiments performed clearly identified and reported?

The four QAs are related to the quality of the justification, objectives and context of the study (QA1, QA2, QA3 and QA4). Also, one QA was related to the assessment of the credibility of the study results (QA4). Taken together, these 4 QAs provide a measure that provided assurance that the findings of a particular study could make a valuable contribution to the review. Each of the 4 QAs was scored on a dichotomous scale ("yes" or "no"). Of the studies



evaluated for quality assurance, all 60 were retained. All disagreements were resolved by discussion among the authors.

## G. DATA EXTRACTION

During this stage, data were extracted from each of the 60 studies included in this SLR according to an extraction form in the Excel application, which considered Title, URL, Source, Year, Country, No. Pages, Language, Type of Publication, Research Methodology, Authors, Affiliation, No. Citations, Details 1,2 and 3, Abstract, Keywords, Sample Size. Within the Details, the content of each of the studies was extracted for subsequent processing and analysis.

## H. DATA SYNTHESIS

After attracting the information from each article, the data were analyzed in order to answer the research questions. This information was tabulated, resulting in quantitative data on which a statistical comparison was made with respect to the research questions posed.

## RESULTS AND DISCUSSIONS

### A. OVERVIEW OF THE STUDIES

After carrying out the selection (Figure 1), 60 studies were obtained from which data were extracted for analysis. Figure 2 shows the number of studies by source and Figure 3 the number of studies by year.

Figure 2. Selected studies by source

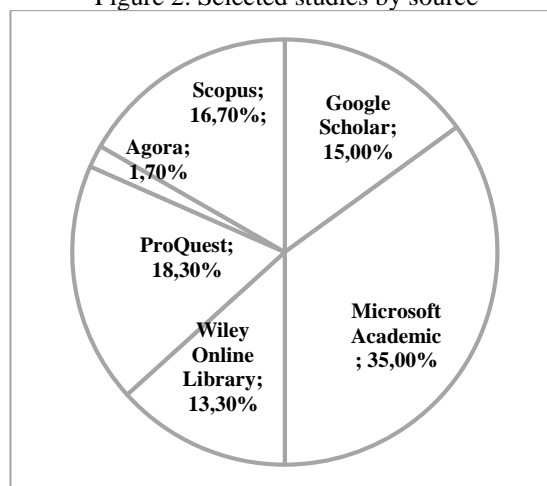


Figure 3. Temporal distribution of selected studies

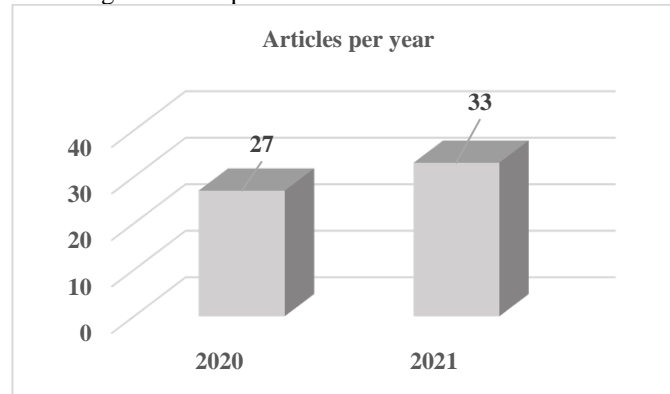


Table 4 shows the research methodologies used for the empirical studies used for SLR. The terms most used by authors for the titles of their articles on the topic are Covid with a frequency of n=44, followed by Gender with a frequency of n=33, Pandemic with a frequency of n=14, Inequality with a frequency of n=8.

Table 4. Research method

Method of study	Quantity	Percentage
Experimental	39	65 %
Descriptive	16	27%
Non-experimental	4	6%
Interview	1	2%
Total	60	100%

## B. ANSWERS TO THE RESEARCH QUESTIONS

The following will give the synthesis of the findings obtained from this review organized according to the eight research questions.

RQ1: What have been the main publication outlets where the selected studies on the Covid-19 pandemic and its effect on the gender wage gap have been disseminated?

The first research question focuses on answering which have been the main media where the selected articles were published, as shown in Table 5:

Table 5. Main Publication Media of the selected studies

Post name	Tot Art	Amount %
Gender, Work & Organization	10	16,7
Ideas	2	3,3
IZA Institute of Labor Economics	2	3,3
Sustainability	2	3,3
2020 Chemistry: A Europe Journal	1	1,7
2020 Fiscal Studies	1	1,7
Agricultural Economics	1	1,7

Analysis % Policy Observatory	1	1,7
Applied Economics and Finance	1	1,7
Canadian Public Policy	1	1,7
Economic and Social Development	1	1,7
Economies	1	1,7
European Economic, Employment a...	1	1,7
Eutopian Institute of the Mediterraneo	1	1,7
European Journal of Social Psychology	1	1,7
European Societies	1	1,7

In relation to the textual analysis of the articles, Table 7 shows that the main publication medium was the journal Gender, Work & Organization with a total of 10 articles (16.7%) followed by the journals Ideas, IZA Institute of Labor Economics, Sustainability, each with 2 articles (3.3%), among others.

RQ2: What have been the main causes of the impact of Pandemic Covid-19 on the gender wage gap?

According to the Systematic Literature Review, 5 main causes that have affected the gender pay gap during the Covid-19 pandemic could be identified, as shown in Table 6:

Table 6. Main Causes of the Impact of the Covid-19 Pandemic on the Gender Wage Gap.

Causas	Artículos	Cant. (%)
Jobs performed by women are undervalued	[6] [12] [14] [15] [16] [17] [21] [25] [27] [28] [33] [34] [38] [42] [44] [46] [47] [48] [49] [53]	20 (33,33)
Women take care of their children	[4] [5] [8] [10] [13] [19] [20] [22] [24] [30] [35] [36] [39] [52] [56] [57] [58] [59] [60]	19 (31,67)
Women are more affected during the pandemic due to the nature of the pandemic	[3] [9] [29] [31] [32] [41] [51] [55]	8 (13,33)
There are no causes that generate a significant wage gap	[1] [18] [26] [40] [43] [45] [50]	7 (11,67)
Women with less education are more affected during the pandemic	[2] [7] [54]	3 (5)
Men are more affected during the pandemic	[11] [37]	2 (3,33)

It was found that the main cause why the gender pay gap was affected by the Covid-19 pandemic was that jobs performed by women are under evaluated (33.33%), followed by women taking care of their children (31.67%), women are more affected due to their nature (13.33%). 7 articles (11.67%) ([1] [18] [18] [26] [26] [40] [40] [43] [45] [45] [50]) found that there have been no significant causes during the Covid-19 pandemic affecting the gender wage gap, another 3 articles (5%) ([2] [7] [54]) concluded that during the covid-19 pandemic women

with less education were more affected while 2 articles (3.33%) ([11] [37]) claim that men were more affected.

RQ3: What are the main economic areas/context where research was conducted in the selected studies on the Covid-19 pandemic and its effect on the gender wage gap?

According to the results obtained from the SLR, 7 economic areas/context where research was conducted were identified. Table 9 shows the number of studies where reference is made to the economic area / context, as follows:

Table 7. Economic areas / contexts where research was conducted.

Area	Items	Qty. (%)
Multi sectorial	[2] [4] [6] [11] [13] [14] [15] [16][17] [19] [24] [25] [27] [28] [33] [34] [37] [39] [42] [44] [45] [46] [47] [48] [49] [52] [53] [54] [58]	29 (48,33)
Households	[1] [5] [7] [8] [10] [12] [18] [20] [22] [26] [30] [35] [36] [40] [	14 (23,33)
Health	[3] [9] [29] [31] [32] [38] [51] [55] [56] [57]	10 (16,67)
Tourism	[43] [60]	2 (3,33)
Education	[41] [59]	2 (3,33)
Agriculture	[50]	1 (1,67)
Industry	[21]	1 (1,67)

The economic area / context in which most research was conducted in the selected studies was 48.33% multisectorial (29 articles), 23.33% in households (14 articles), 16.67% of the research was conducted in the Health sector (10 articles), followed by the Tourism and Education sectors with 3.33% each (2 articles) and the Agriculture and Industry sectors with 1.67% (1 article) respectively.

RQ4: What have been the main consequences of the Covid-19 pandemic on the gender pay gap?

Through the literature review we found 5 main consequences that have affected the gender pay gap. Table 8 indicates what these effects have been and their references.

Table 8. Main consequences of the Covid-19 pandemic on the gender wage gap

Results	Items	Qty. (%)
Women report fewer job opportunities	[4] [5] [6] [7] [8] [10] [13] [14] [15] [16] [17] [20] [21] [22] [25] [27] [30] [32] [33] [34] [38] [42] [44] [46] [47] [48] [49] [52] [53] [54] [55] [56] [58]	33 (55)
Women report doing less work compared to men	[2] [12] [19] [24] [28] [29] [35] [36] [38] [51] [57] [59] [60]	13 (21,67)
There were no significant consequences	[1] [3] [9] [26] [31] [40] [41] [43] [45] [50]	10 (16,67)
Men report fewer work opportunities	[11] [37]	2 (3,33)
Men report doing less work from home compared to women	[18]	1 (1,67)

The main consequence of the Covid-19 pandemic reported by the authors of the selected research was 55% that women reported fewer job opportunities (33 articles), 21.67% indicated that due to the pandemic women report doing less work compared to men (13 articles), 16, 67 of the research reports that there have been no significant consequences of the Covid-19 pandemic on the gender wage gap, 3.33% indicated that as a result of the pandemic, men report fewer job opportunities (2 articles) and 1.67% report that men do less work from home compared to women (1 article).

RQ5: Which countries have the most publications on the effect of the Covid-19 pandemic on the gender pay gap?

According to the results of the SLR, it can be seen that the countries that are conducting the most research on the effect of the Covid-19 pandemic on the Gender Wage Gap are North America and Europe. The country with the most published articles is the United States with 25 articles (41.67 %) followed by the United Kingdom with 17 articles (28.33 %) Germany with 4 articles (6.67%) and Canada with 3 articles (5%) among others.

RQ6: Which authors have been most cited in the selected studies on the effect of the Covid-19 pandemic on the gender pay gap?

From the selected studies, the authors who have been most cited were identified as shown in Table 9.

Table 9. Main authors who have been cited the most.

Authors	2020	2021	Total
Alon Titan, Doepke Matthias, Olmstead-Rumse	738		738
Adams-Prassi Abi, Boneva Teodora, Golin Mart..	461		461
Dang Hai-Anh H., Nguyen Cuong Viet		237	237
Blundell Richard, Costa Dias Monica, Joyce Rob		231	231
Leslie Emily, Wilson Riley	116		116
Collins Caitlyn, Christin Landivar Liana, Ruppan	91		91
Lemieux Thomas, Milligan Kevin, Schirle Tamm	29		29
Andrew Alison, Cattan Sarah, Costa Dias, Monica	24		24
Czymara Christian S, Langenkamp Alexexander,	15		15
Yildirim T. Murat, Eslen-Ziyat Hande	13		13
Heggeness Misty L.	10		10
Tomason Bobbi, Macias-Alonso Inmaculada	9		9
Hjálmsdóttir Andrea, Bjarnadóttir Valgerour S.	7		7
Carli Linda L.	6		6
Aldossari Maryam, Chaudhry Sara	4		4
Oreffice Sonia, Quintana-Domeque Climent		4	4
Xue Baowen, McMunn Anne		4	4

In relation to the research question at hand, it was found that among the top authors who have been cited for other research are Alon Titan, Doepke Matthias, Olmstead-Rumsey Jane and Tertilt Michele and their paper "The Impact of Covid-19 on Gender Equality" with 738 citations followed by Adams-Prassi Abi, Boneva Teodora, Golin Marta and Rauh Christopher and their paper "Inequality in the Impact of the Coronavirus Shock : Evidence from Real Time Surveys" with 461 citations, Dang Hai-Anh H. and Nguyen Cuong Viet and their research "Gender inequality during the COVID-19 pandemic: Income, expenditure, savings, and job loss" with 237, Blundell Richard, Costa dias Monica, Joyce Robert and Xu Xiaowei and their paper "COVID-19 and Inequalities" with 231 citations, Leslie Emily and Wilson Riley with their paper "Sheltering in Place and Domestic Violence Evidence from Calls for Service During Covid19" with 116 citations, among others.

RQ7: What are the most frequent major concepts per year used on the effect of the Covid-19 pandemic on the gender wage gap?

Through the RSL referring to repeated segments (attainment of two or more words with high frequency of occurrence in the articles) the following most frequent concepts have been identified during the years 2020-2021, according to Table 10:



Table 10. Most used concepts by year

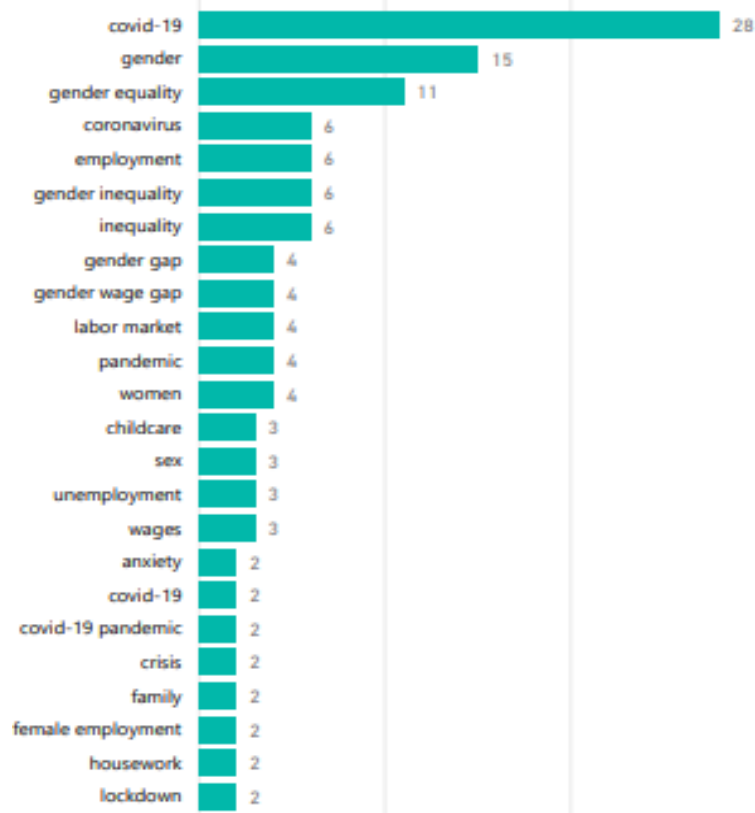
Trigama	2020	2021	Total
gender pay gap	3	6	9
gender wage gap	2	5	7
labor force participation	2	3	5
labor force participation	2	3	5
labor market outcomes	3	1	4
social distancing measures	3	1	4
hours per week	1	2	3
paid work hours	2	1	3
unpaid care work		3	3
world economic forum	3		3
child care center	1	1	2
female employment shares	2		2
female labour force	1	1	2
flexible work arrangements	1	1	2
gender wage gaps		2	2

As shown in the figure above, the most used concept in the selected documents is "gender pay gap" with a total of 9 times (3 times in 2020 and 6 times in 2021) followed by the concept "gender wage gap" with a total of 7 times (2 times in 2020 and 5 times in 2021), the term "labor force participation" and "labor force participation" with a total of 5 times each (2 times in the year 2020 and 3 times in the year 2021), "labor market outcomes" and "social distancing measures" with a total of 4 times each (3 times in the year 2020 and 1 time in the year 2021) respectively. It can be observed the incidence in the words in relation to the selected studies corresponding to gender wage gap, labor force participation in addition to repeated segments referring to the independent variable applied to the gender wage gap, such as social distancing measures, etc.

RQ8: What are the most relevant keywords most frequently used in the selected research on the effect of the Covid-19 pandemic on the gender wage gap?

Figure 4, which explains the number of times the most used Keywords were used by the authors of the selected research articles, is also presented in more detail:

Figure 4. Number of repetitions of the most used Keywords.



The keyword with the highest number of repetitions used is Covid-19 with 28 times, followed by gender with 15 repetitions, gender equality 11 times, coronavirus, employment, gender inequality and inequality with 6 times each, gender gap, gender wage gap, labor market, pandemic, women with 4 times each, childcare, sex, unemployment and wages each with 3 times among the main ones.

## CONCLUSIONS AND FUTURE RESEARCH

Systematic Literature Review (SLR) was used as a method for the present study in order to achieve an efficient statistical analysis of the effect of the Covid-19 Pandemic on Gender Wage Equity. Specific information was extracted from 60 articles and answering the research questions.

The following results were obtained: the main publication medium where the articles under study were disseminated was the Gender, Work & Organization Journal with a total of 10 articles, which makes it an important reference for future research. The main reason why the pay gap has been affected by the Covid-19 pandemic was that the work performed by women is undervalued compared to the work performed by men. Mainly research was conducted at the multisectoral level followed by household surveys. The most significant consequence of the

Covid-19 pandemic that has affected the gender pay gap is that women are reporting fewer job opportunities. The country with the largest number of articles published on the topic under study is the United States, with a total of 10 selected articles. Also, the most cited authors by other researchers were Alon Titan, Doepke Matthias, Olmstead-Rumsey Jane and Tertilt Michele and their paper "The Impact of Covid-19 on Gender Equality" with 738 citations.

The most used concept in the years 2020-2021 has been gender pay gap. And the most frequent keyword is Covid-19 which can be considered as a reference point to understand the magnitude of the impact of the pandemic in different fields of study.

With reference to the limitations of the research, it is documented that despite being an important topic for the purpose of understanding the aftermath of the Covid-19 pandemic in the scenarios of equality of both genders in society, research in developing countries is still scarce. In addition, there was a time limit for the review of the articles presented.

In addition, it is suggested to conduct research on the gender wage gap in times of the COvid-19 pandemic in Peru and thus be able to confront the results of the SLR with what can be found in reality.

Finally, it is recommended to continue with future research on this topic, taking into account that at the time this Systematic Literature Review was completed, the Covid-19 pandemic is still affecting the world population.

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## APPENDIX

### APPENDIX A. SELECTED PRIMARY STUDIES

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