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Resilience in a crisis – a gendered lens

AGENDA

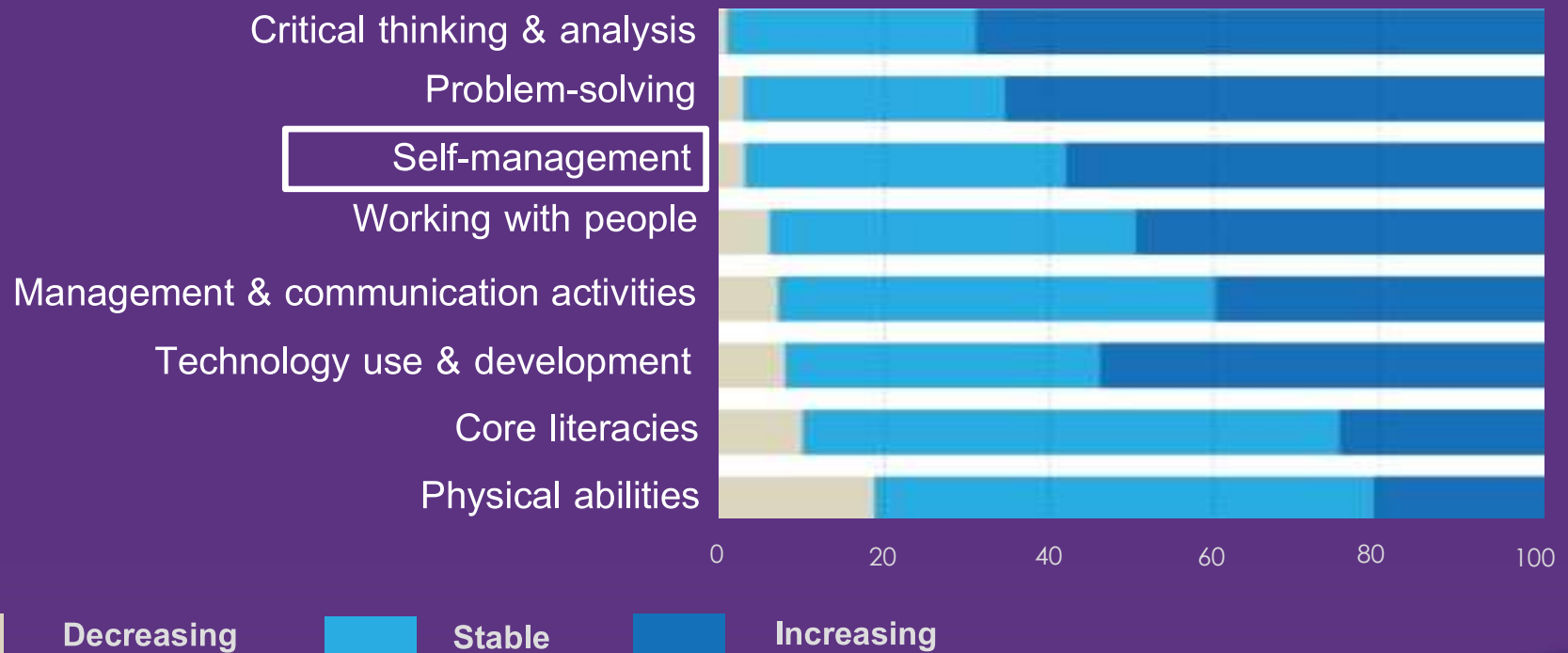
1. Context
2. WEF: skills for now and the next five years
3. Learning from two Australian bushfires
4. Resilience – self assessment and tips

CONTEXT



WEF 2020 – RELATIVE IMPORTANCE OF DIFFERENT SKILLS

Share of companies surveyed (%)



WEF 2020 – TOP 10 SKILLS FOR 2025

1. Analytical thinking and innovation

2. Active learning and learning strategies

3. Complex problem-solving

4. Critical thinking and analysis

5. Creativity, originality and initiative

6. Leadership and social influence

7. Technology use, monitoring and control

8. Technology design and programming

9. Resilience, stress tolerance and flexibility

10. Reasoning problem solving and ideation



COMPARISONS BETWEEN MEN AND WOMEN

Psychological outcomes

- 45% PTSD – more likely to be women and property damage
- 23% psychological distress – more likely to be risk during the fire, property damage and community cohesion
- 16% heavy drinking – more likely if men



COMPARISONS BETWEEN MEN AND WOMEN

Coping Mechanisms

| Themes | Representative Quotes | % |
|---------------------------------|---|-----------|
| Verbal and emotional expression | <p>“Women got on with organizing family normality, men spoke about what happened during the fires in loss of material terms”</p> <p>“Men just withdrew, woman wanted to talk about it and debrief”</p> <p>“Men were a lot less obviously emotional”</p> | 40 |
| Help seeking and support | <p>“Men were less likely to seek help than women”</p> <p>“Women tended to have more support from friends”</p> | 19 |

COMPARISONS BETWEEN MEN AND WOMEN

Coping Mechanisms

| Themes | Representative quotes | % |
|--|--|----|
| Problem solving and behavioural activation | “Men were more active and practical” “Men felt the need to fix everything for their family” | 17 |
| Miscellaneous | “I don't know really” | 15 |

COMPARISONS BETWEEN MEN AND WOMEN

Coping Mechanisms

| Themes | Representative quotes | % |
|------------------------------|--|-----------|
| Resilience and recovery | <p>"I feel the men found it much harder to cope, particularly as they are the ones who are traditionally supposed to provide a home, look after the family, fix and problems etc., and yet there was a sense of empowerment in these things"</p> <p>"Men wanted to get on with things again"</p> | 14 |
| No or individual differences | <p>"To varied or individual to list"</p> <p>"Everyone is coping in their own ways depending on circumstance"</p> | 13 |



PERSONAL RESILIENCE SCALE

INTERNATIONAL WOMEN'S DAY
**CHOOSE TO
CHALLENGE
FORUM**



5 point scale

(1 = not at all;

5 = nearly all the
time)

1. I am able to **adapt** when changes occur.
2. I can **deal** with whatever comes my way.
3. I try to see the **humorous** side of things when I am faced with problems
4. Having to cope with stress can make me **stronger**.
5. I tend to **bounce** back after illness, injury, or other hardships

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6. I believe I can **achieve** my goals, even if there are obstacles.
7. Under pressure, I stay **focused** and think clearly.
8. I am **not easily discouraged** by failure.
9. I think of myself as a **strong person** when dealing with life's challenges and difficulties.
10. I am able to **handle** unpleasant or painful feelings like sadness, fear, and anger.

