



CHMURA

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# **The Disproportionate Impact of the COVID-19 Pandemic on Women in the Workforce**

LED Partnership Workshop April 6, 2022

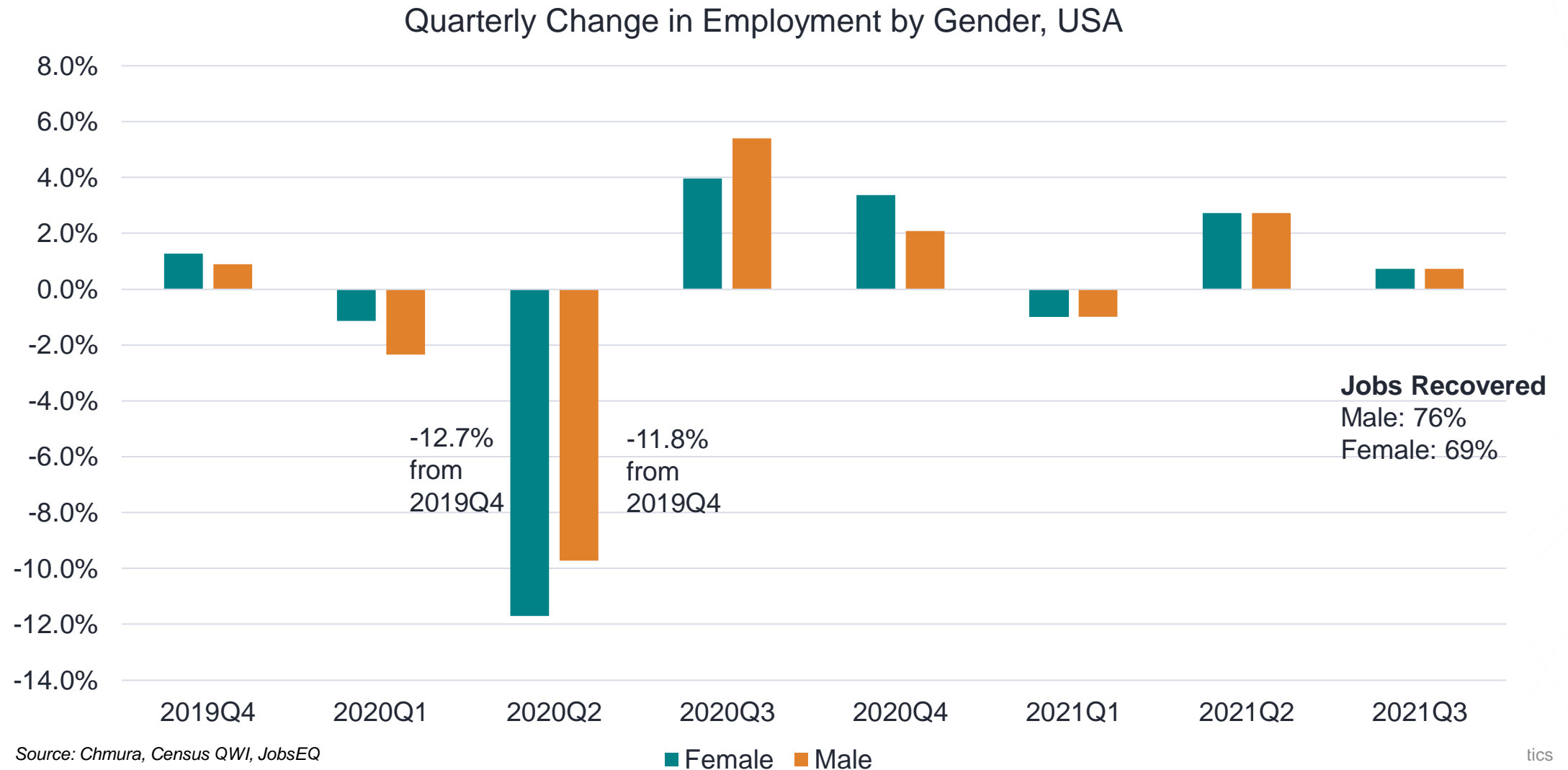
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# Overview

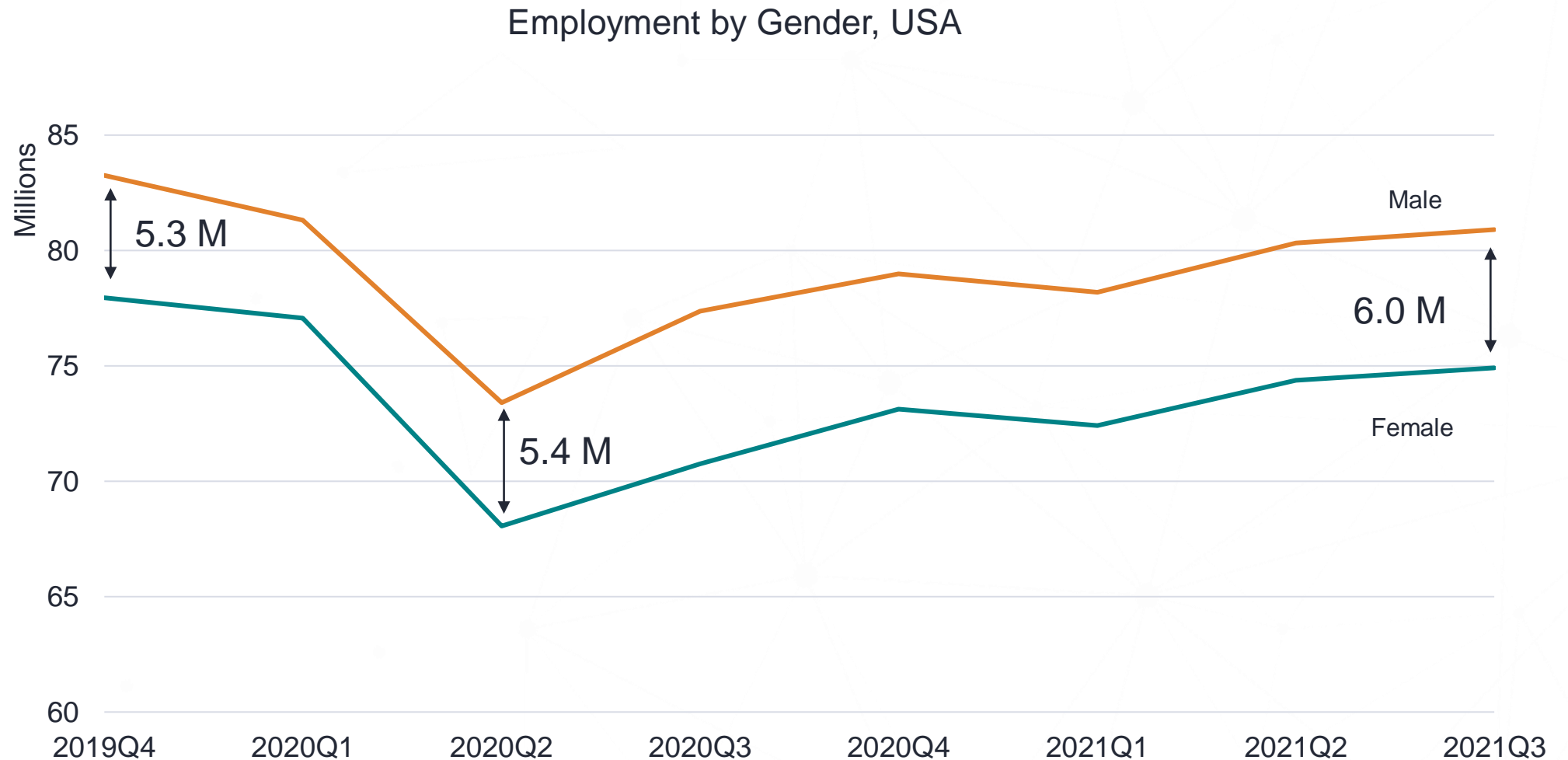
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- Women faced steeper job losses
  - Job losses by industry explain much of the impact
  - Female workforce is recovering more slowly
  - Regional variation in impact and recovery
  - Women are continuing to drop out of labor force
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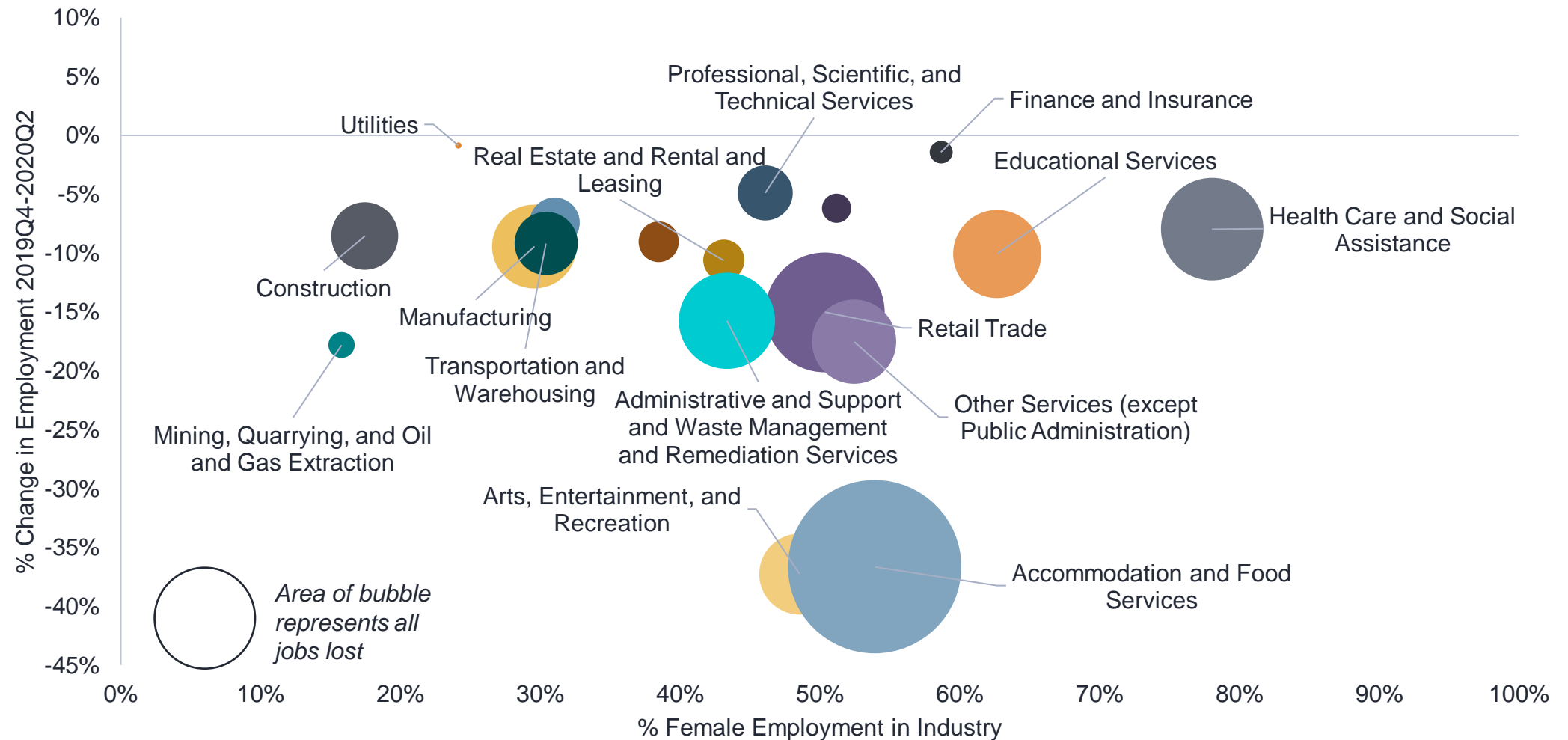
# Women Faced Steeper Job Losses than Men at the Start of the Pandemic, and Recovery is Slower



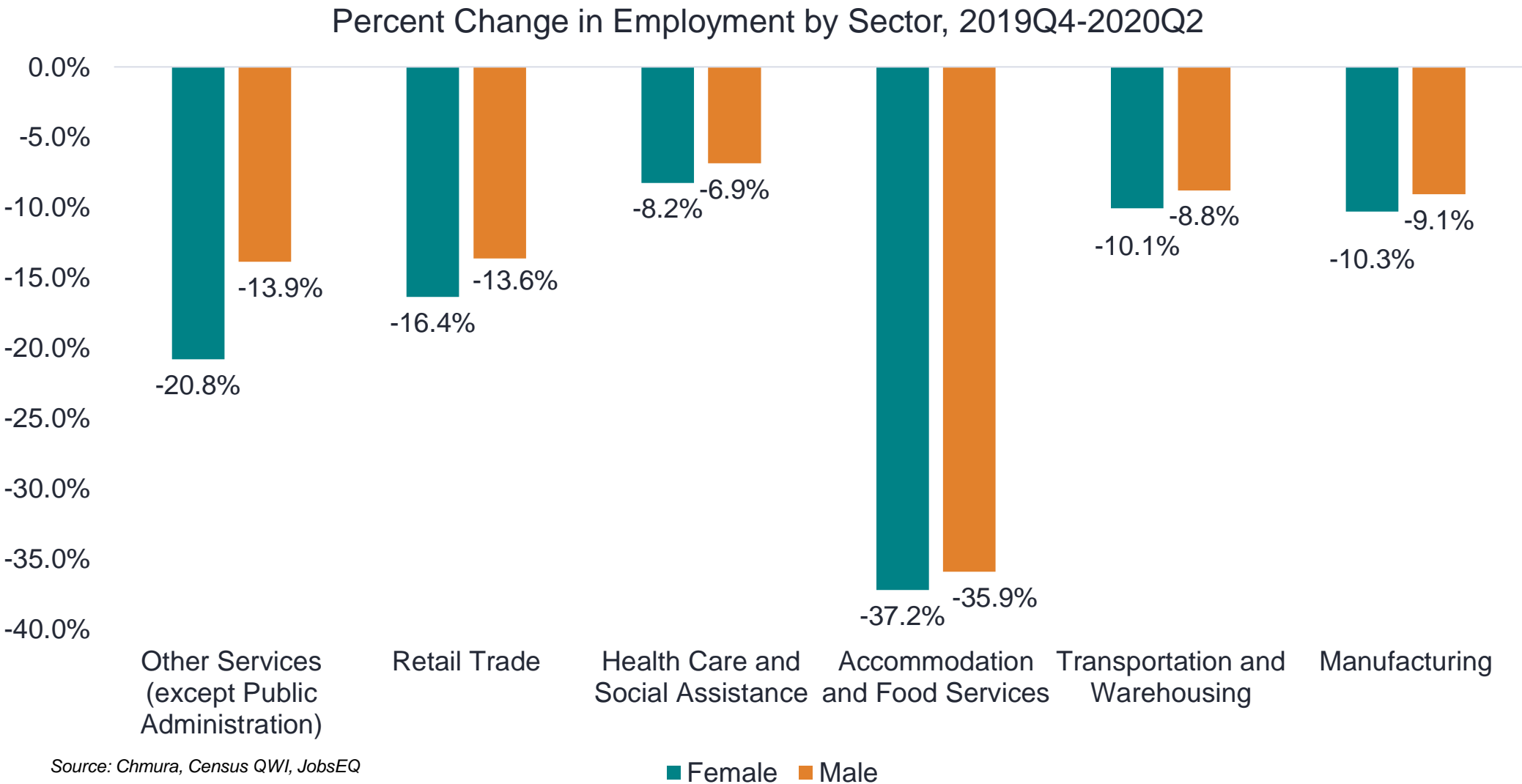
# 3 Million Fewer Women are Working Than Before the Pandemic as Gender Gap has Widened



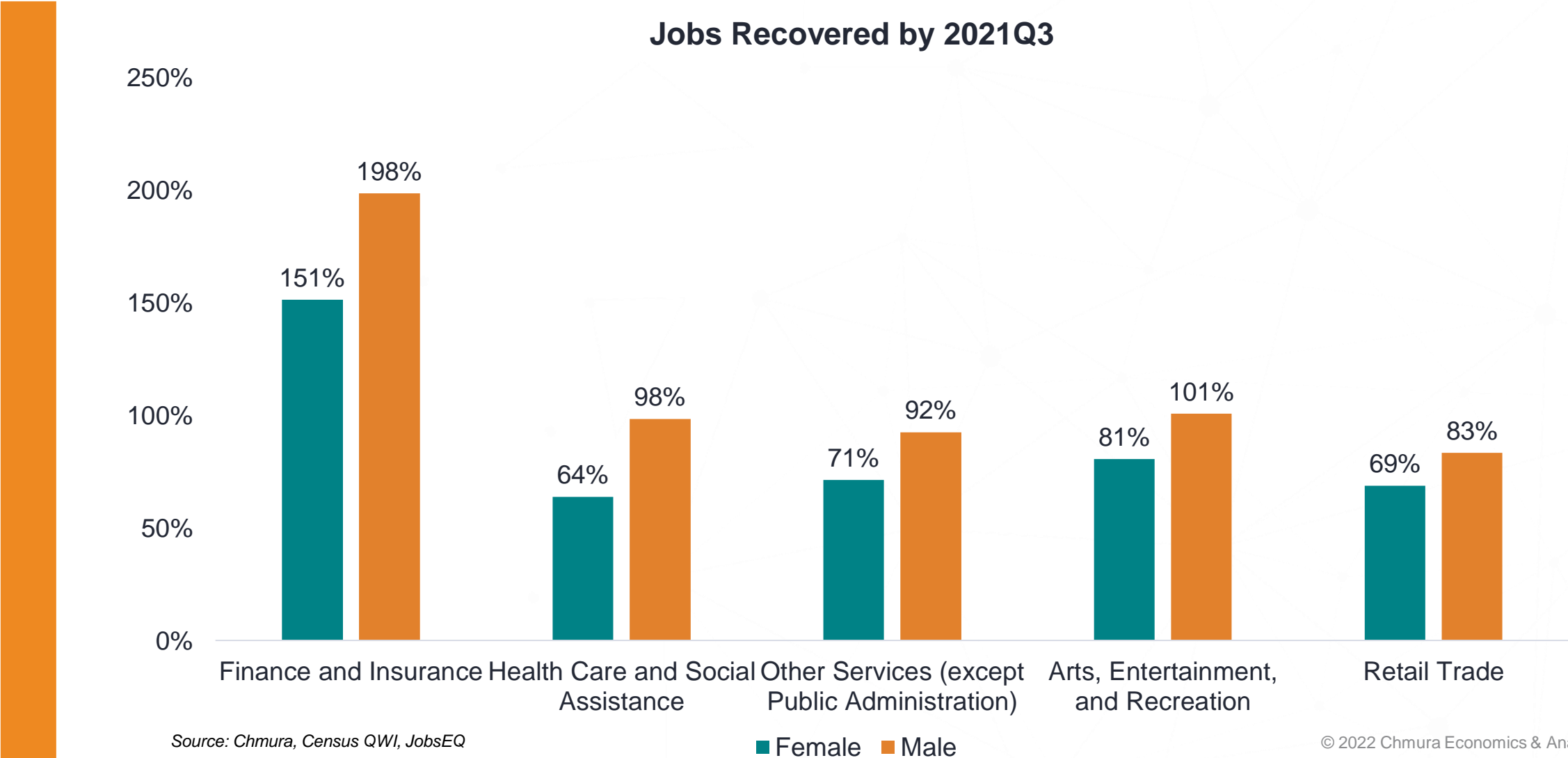
# Industries More Likely to Employ Women Were Hit Harder by the Pandemic



# Even Within These Industries, Women Bore a Larger Share of Lost Jobs...

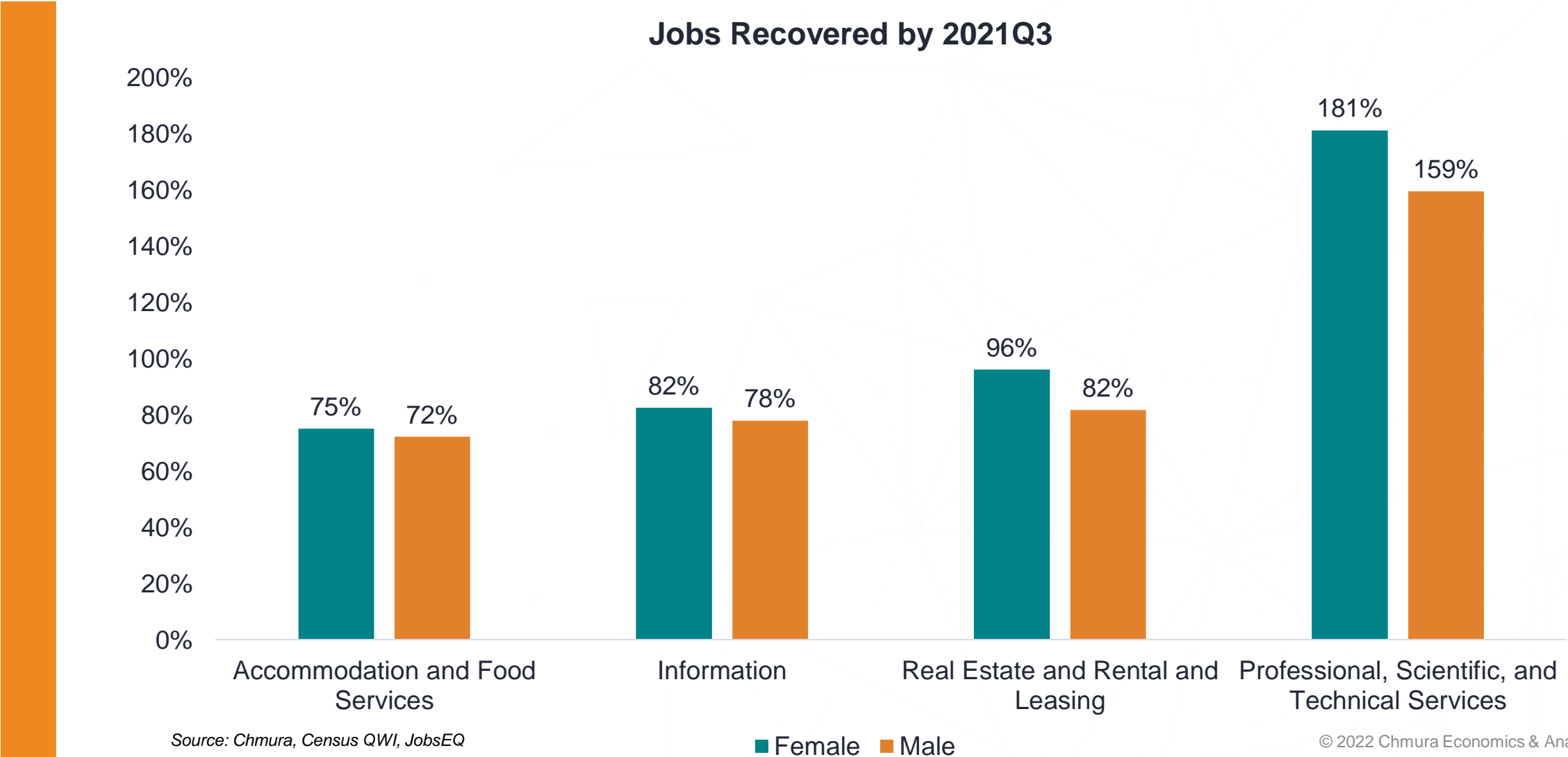


# ...And Experienced a Slower Recovery



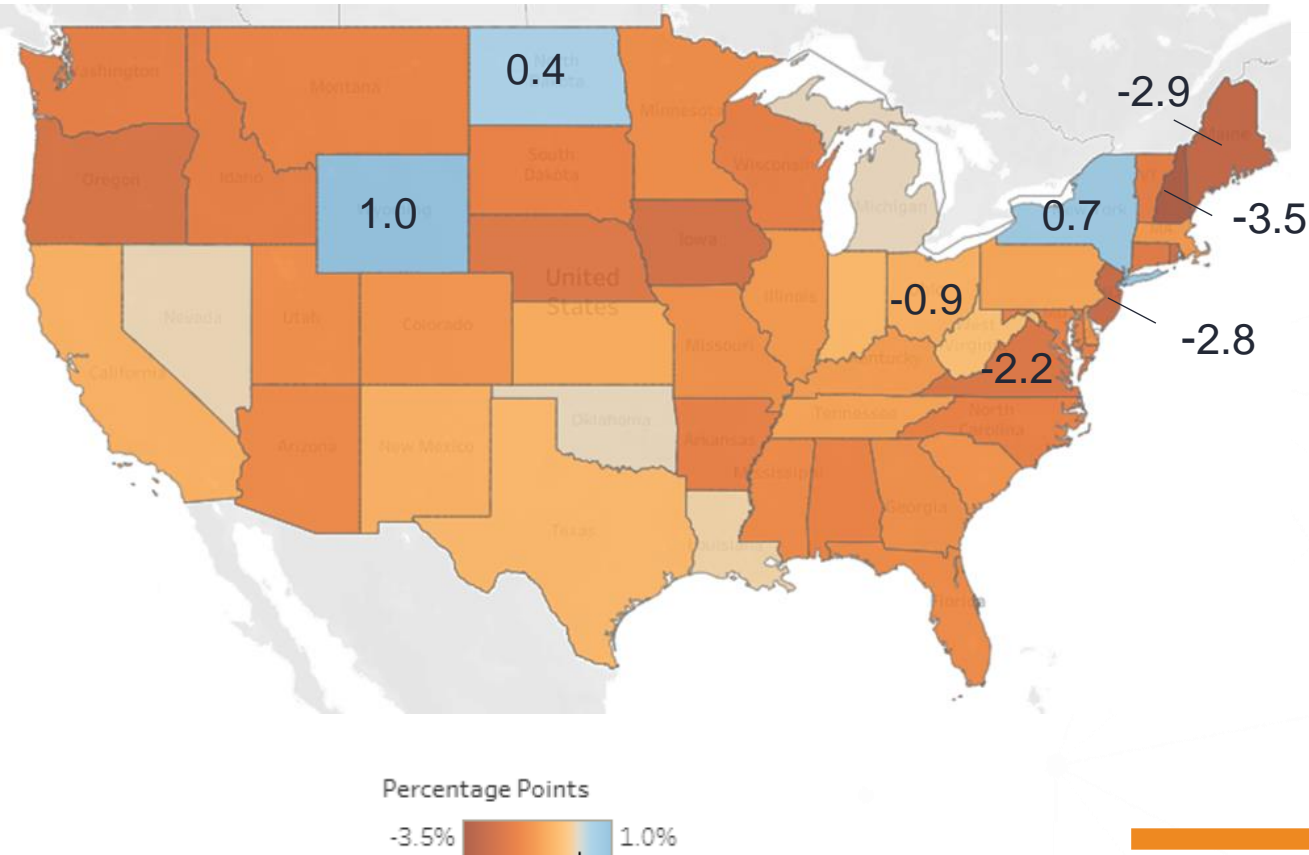


# Differences Do Not Hold For All Industries



# Significant Regional Variation in Impact...

Percentage Point Difference in 2019Q4 to 2020Q2 Job Losses by State (Female – Male)



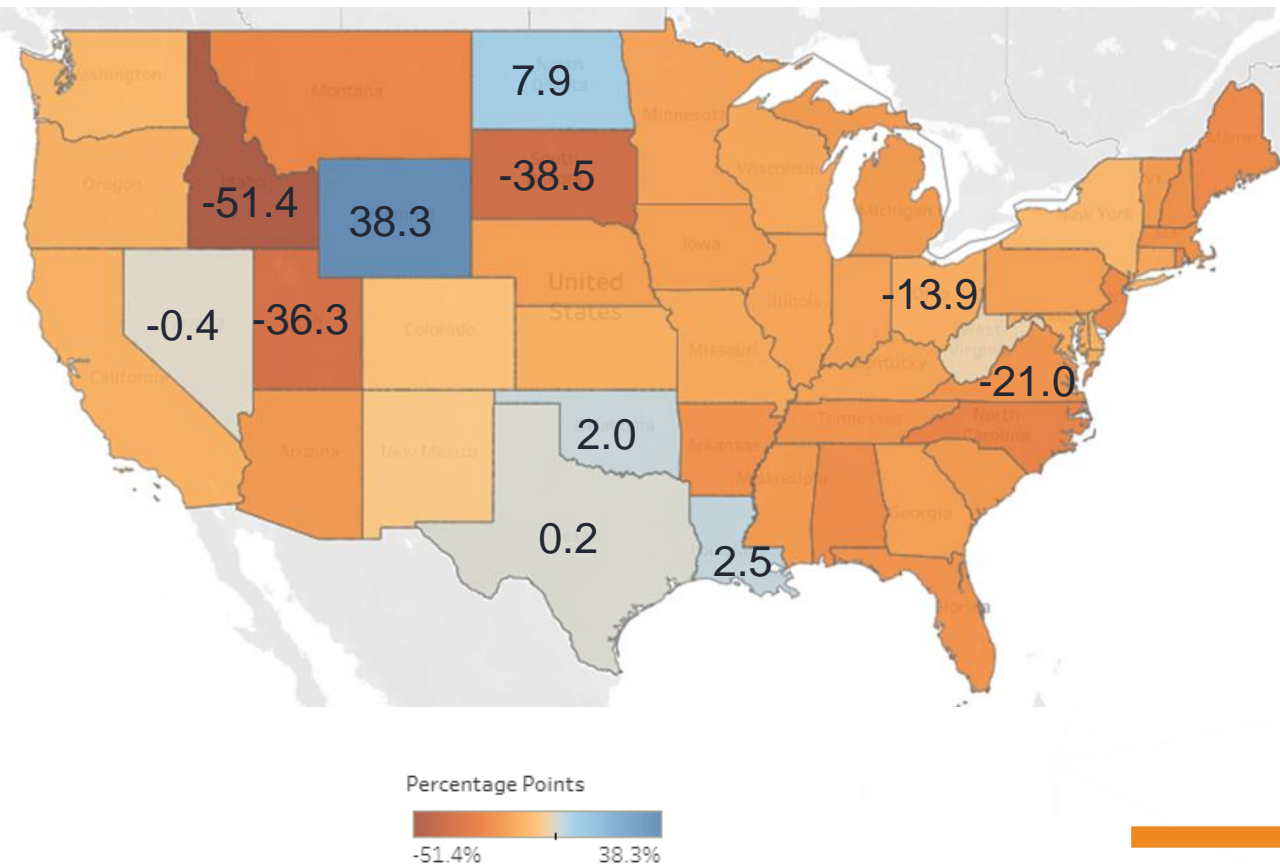
- Northeast (New Hampshire, Maine, and New Jersey) had largest percentage point difference as swift shutdowns impacted in-person service jobs.
  - Also less resilience from manufacturing and transportation and warehousing which helped other areas
- Women lost a smaller share of jobs than men in Wyoming, New York, and North Dakota
  - Losses in accommodation and food services and arts, entertainment, and recreation were more even
  - Relatively better impacts for women in finance and insurance; real estate; professional, scientific, and technical services

Source: Chmura, Census QWI, JobsEQ

<https://www.chmura.com/blog/women-in-workforce>

## And Variation in Recovery

### Difference in Job Recovery 2020Q2 to 2021Q2 by State (Female – Male)



- Women recovering faster than men in Wyoming, North Dakota, Louisiana, and Oklahoma
  - Experienced fewer impacts due to shutdowns
  - Women in professional, scientific, and technical services and real estate have boosted recovery
- Women's recovery trailing men's most in Idaho, South Dakota, Utah
  - Employment in these regions has recovered, but grown more for men
- More closely matched recovery in Texas and Nevada
  - Even recovery in accommodation and food services, and growth in professional services and finance and insurance

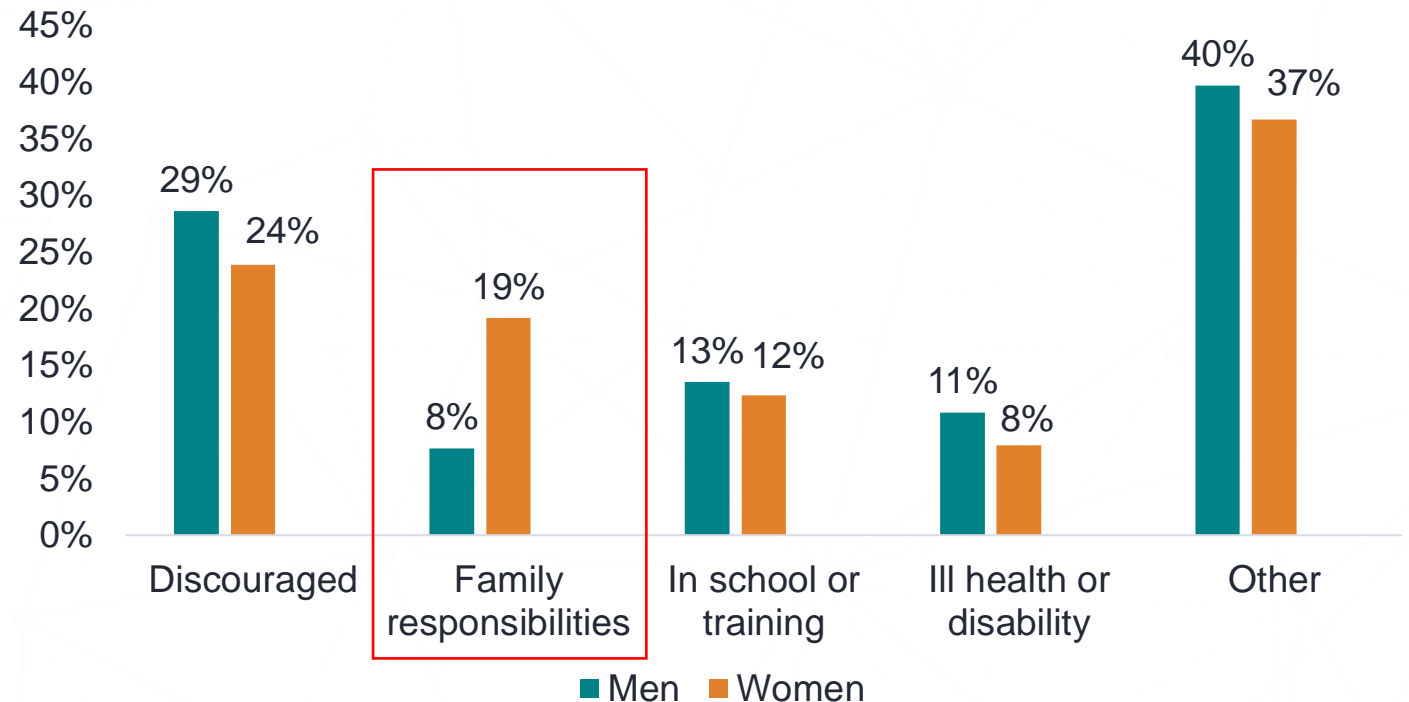
Source: Chmura, Census QWI, JobsEQ

<https://www.chmura.com/blog/women-in-workforce>

# Women Continue to Drop Out of the Labor Force for Various Reasons

- Childcare
- Fear for health in high-contact jobs
- Retirement or changing careers
- Personal income boosted by stimulus checks and payment deferrals

Marginally Attached (Available to Work Now)  
Reasons for Not Looking for Work  
February 2022



# Summary

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- Hardest hit industries were more likely to employ women
- In many industries, women bore a larger share of job losses
- There is significant variation in losses and recovery by region
- Various reasons for not returning to work include childcare, fear for health in high-contact jobs, among others
- Localities and employers should consider this disparity and local conditions while developing strategies to assist women who want to return to work and encourage those not in the labor force to rejoin



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