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

LED Partnership Workshop April 6, 2022
Overview

- 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
Women Faced Steeper Job Losses than Men at the Start of the Pandemic, and Recovery is Slower

Quarterly Change in Employment by Gender, USA

Source: Chmura, Census QWI, JobsEQ

Jobs Recovered
Male: 76%
Female: 69%
3 Million Fewer Women are Working Than Before the Pandemic as Gender Gap has Widened

Employment by Gender, USA

Source: Chmura, Census QWI, JobsEQ
Industries More Likely to Employ Women Were Hit Harder by the Pandemic

Source: Chmura, Census QWI, JobsEQ
Even Within These Industries, Women Bore a Larger Share of Lost Jobs...

Percent Change in Employment by Sector, 2019Q4-2020Q2

- Other Services (except Public Administration): -20.8% (Female), -13.9% (Male)
- Retail Trade: -16.4% (Female), -13.6% (Male)
- Health Care and Social Assistance: -37.2% (Female), -35.9% (Male)
- Accommodation and Food Services: -10.1% (Female), -8.8% (Male)
- Transportation and Warehousing: -10.3% (Female), -9.1% (Male)
- Manufacturing: -40.0% (Female), -35.0% (Male)

Source: Chmura, Census QWI, JobsEQ
...And Experienced a Slower Recovery

Jobs Recovered by 2021Q3

<table>
<thead>
<tr>
<th>Sector</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance and Insurance</td>
<td>151%</td>
<td>198%</td>
</tr>
<tr>
<td>Care and Assistance</td>
<td>64%</td>
<td>98%</td>
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<tr>
<td>Social Services (except Public Administration)</td>
<td>71%</td>
<td>92%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>81%</td>
<td>101%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>69%</td>
<td>83%</td>
</tr>
</tbody>
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Source: Chmura, Census QWI, JobsEQ
Differences Do Not Hold For All Industries

Jobs Recovered by 2021Q3

- Accommodation and Food Services: 75% (Female), 72% (Male)
- Information: 82% (Female), 78% (Male)
- Real Estate and Rental and Leasing: 96% (Female), 82% (Male)
- Professional, Scientific, and Technical Services: 181% (Female), 159% (Male)

Source: Chmura, Census QWI, JobsEQ
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
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

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

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

![Reasons for Not Looking for Work February 2022](https://www.bls.gov/web/empsit/cpseea38.htm)
Summary

- 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