

Committee for Economic Development (CED) Women in Corporate Leadership Committee

The economic impact of COVID on women in the workforce—an Update



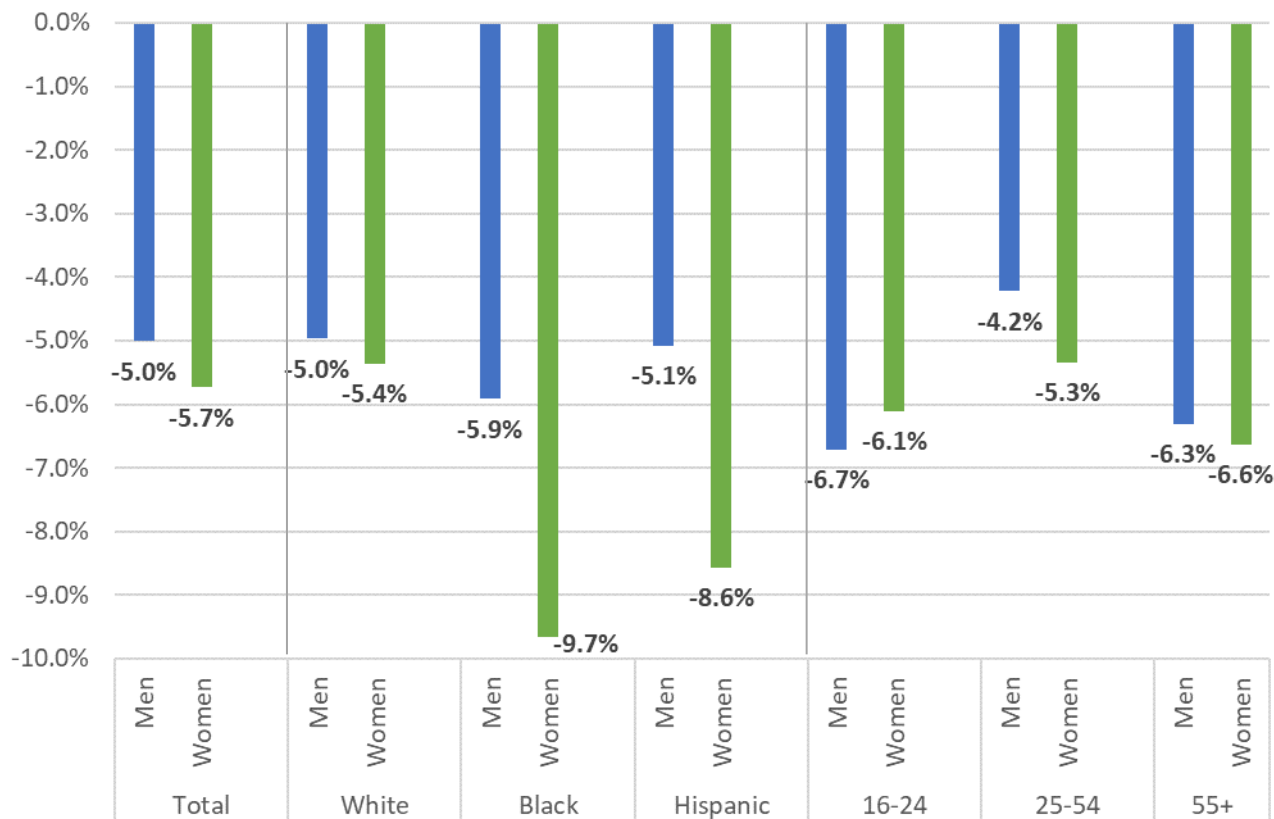
What we know about gender gaps in labor market outcomes during the pandemic

- Pandemic-induced job losses are concentrated among women, namely mothers and black and Hispanic women
 - ✓ Women make up **56% of all workforce exits** since the beginning of the pandemic
- There's not just one experience for women in the workplace: adding on elements of diversity **compounds the effects** of the challenges
- The recovery of women's employment and labor force participation is tied to available **childcare, the school calendar, and the degree of school re-openings**
- The Silver Lining: the pandemic has injected into the workplace an extreme experimentation with **flexibility**
 - ✓ Remote work, less business travel, sourcing talent from different locations
 - ✓ Greater flexibility in work schedules will allow women to remain competitive and thrive in the workplace



At the intersection of race and gender: black and Hispanic women have been hardest hit by job losses

Percent change in employment from February 2020 (pre-pandemic) to February 2021 for men and women, by race and age, seasonally adjusted

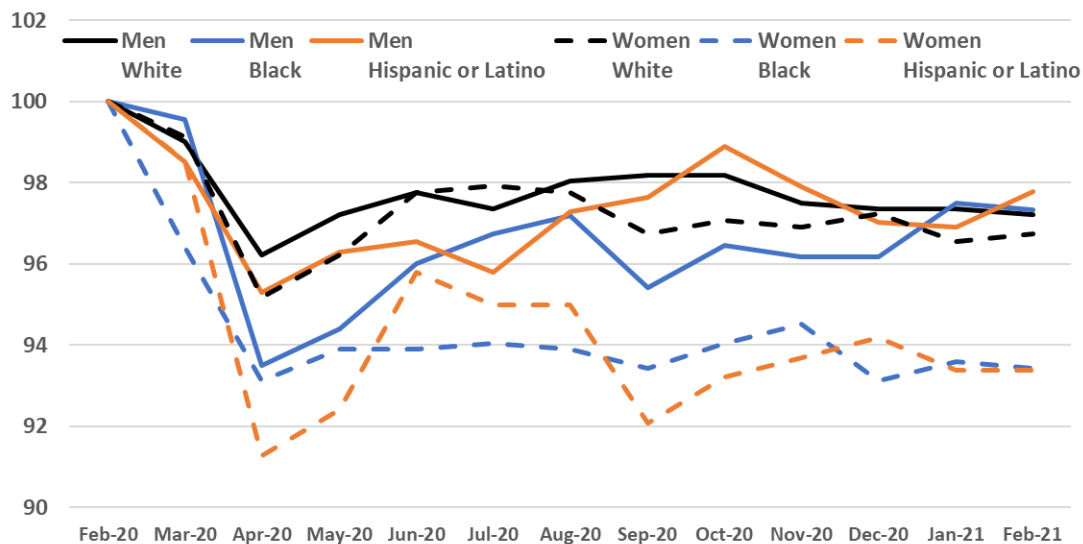
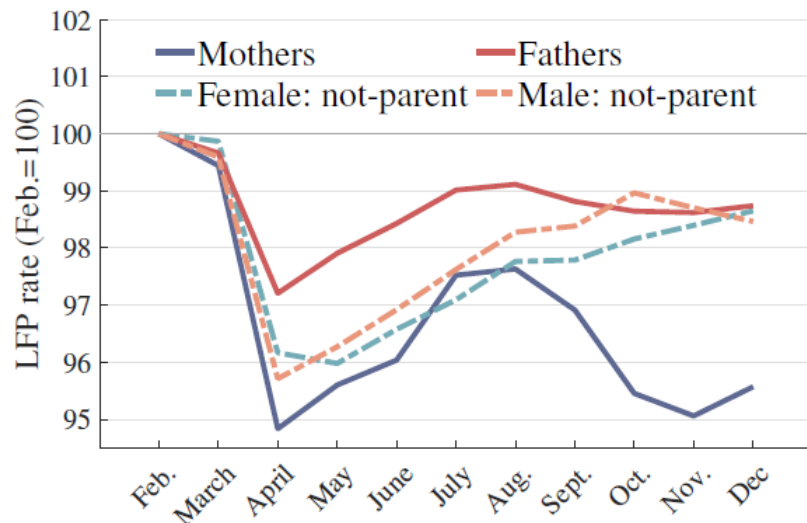
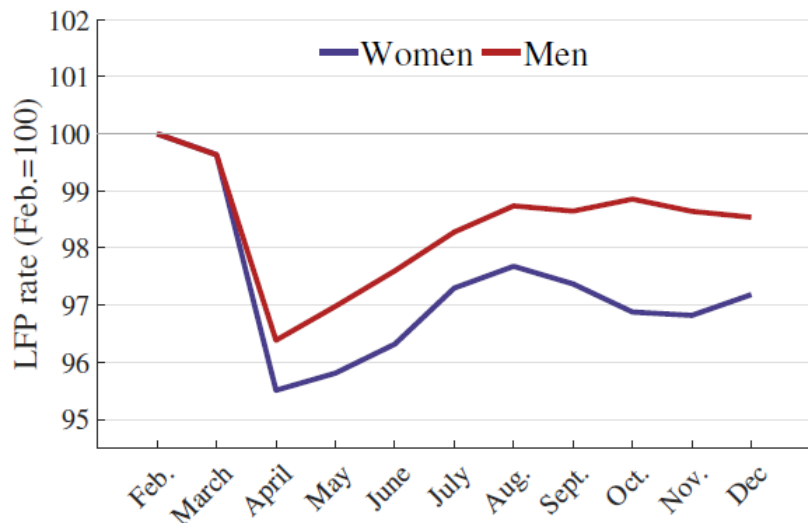


Note: Totals for men and women refer to persons ages 16 and older; racial breakdowns refer to persons ages 20 and older.
Source: US Bureau of Labor Statistics



Workforce exits are driven by mothers and minority women

Labor force participation rates for men and women, by race and parenthood, February 2020 = 100

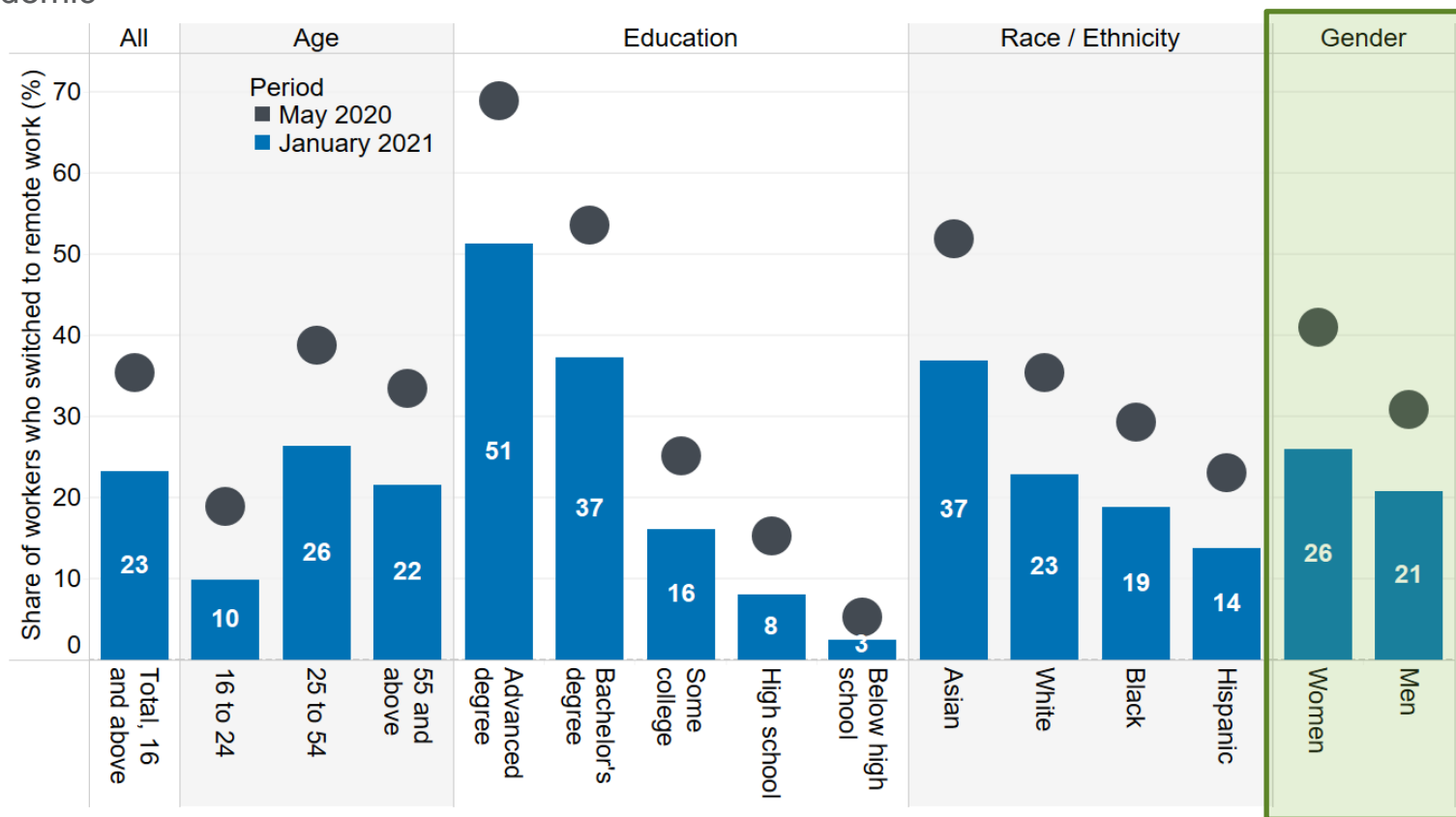


Note: Totals for men/women and parents/non-parents refer to persons ages 25-54. Breakouts by race refer to persons ages 20 and older.
Source: US Bureau of Labor Statistics and "[Parents in a Pandemic Labor Market](#)," Federal Reserve Bank of San Francisco, February 2021.



Women shifted to remote work in larger numbers than men, despite lower workforce participation and being concentrated in face-to-face service sector jobs

The share of workers who shifted to remote working at any time in the last 4 weeks because of the pandemic



Note: The results are based on the question: "At any time in the last 4 weeks, did you telework or work at home for pay because of the coronavirus pandemic?"

Source: The Conference Board using data from the US Bureau of Labor Statistics



WFH is not the silver bullet: “*flexibility* in setting work schedules offsets some of the adverse impact of the pandemic on mothers’ employment, while the ability to work from home does not”

Percent Change from pre-COVID in being comfortable with asking for benefit

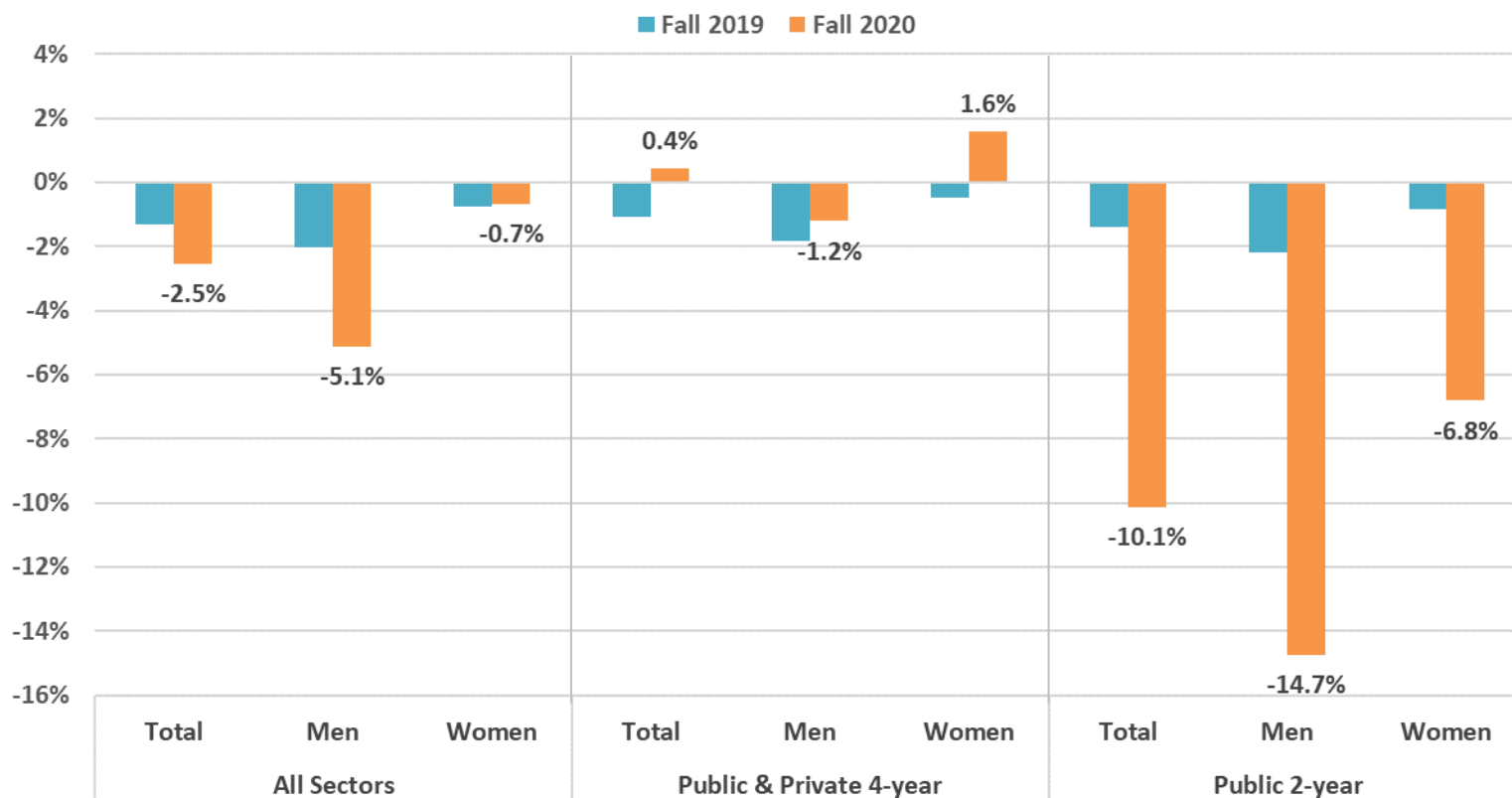


Source: “[Parents in a Pandemic Labor Market](#),” Federal Reserve Bank of San Francisco, February 2021, and “[Gender Gap in Requests for Pay, Promotion Widens in Pandemic](#),” Indeed, March 2, 2021.



Despite pandemic-related declines in college enrollment, enrollment of women declined the least overall, and increased at four-year institutions

Percent Change in Enrollment from Previous Year, by Institutional Sector and Demographic Group



Source: National Student Clearinghouse Research Center [Current Term Enrollment Estimates Fall 2020](#) and calculations by The Conference Board

