

# The COVID-19 Shecession and Workforce Development

Arapahoe/Douglas Works! Workforce Center  
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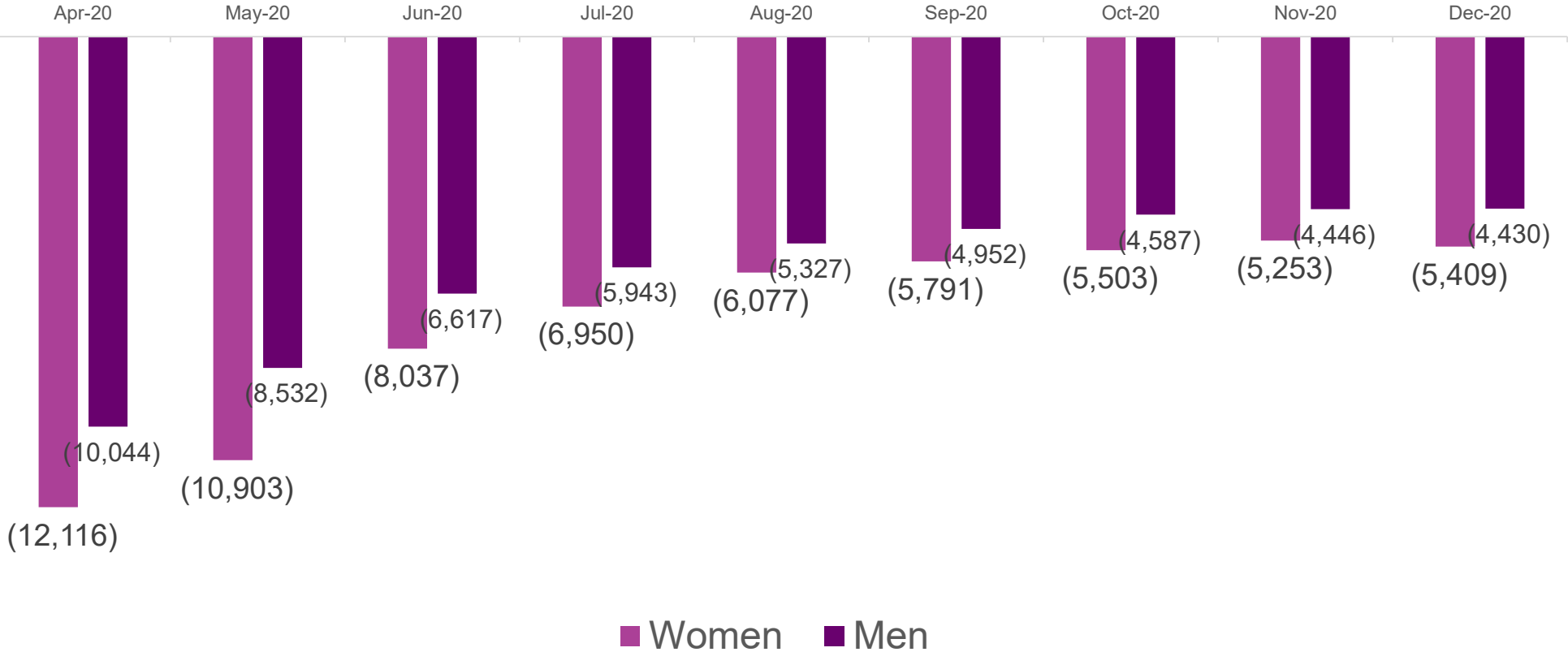
# About IWPR

We build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

# Outline

1. Impact of COVID on Labor market: the Shecession
2. Mothers have been particularly severely hit
3. Women had too low earnings going into the Shecession:  
the Gender Wage Gap
4. Workforce opportunities to tackle inequalities coming out  
of COVID-19

# Shecession: In December 2020, Women's Jobs on Payroll were still 5.4 million below their February Level, Men's were 4.4 million below.



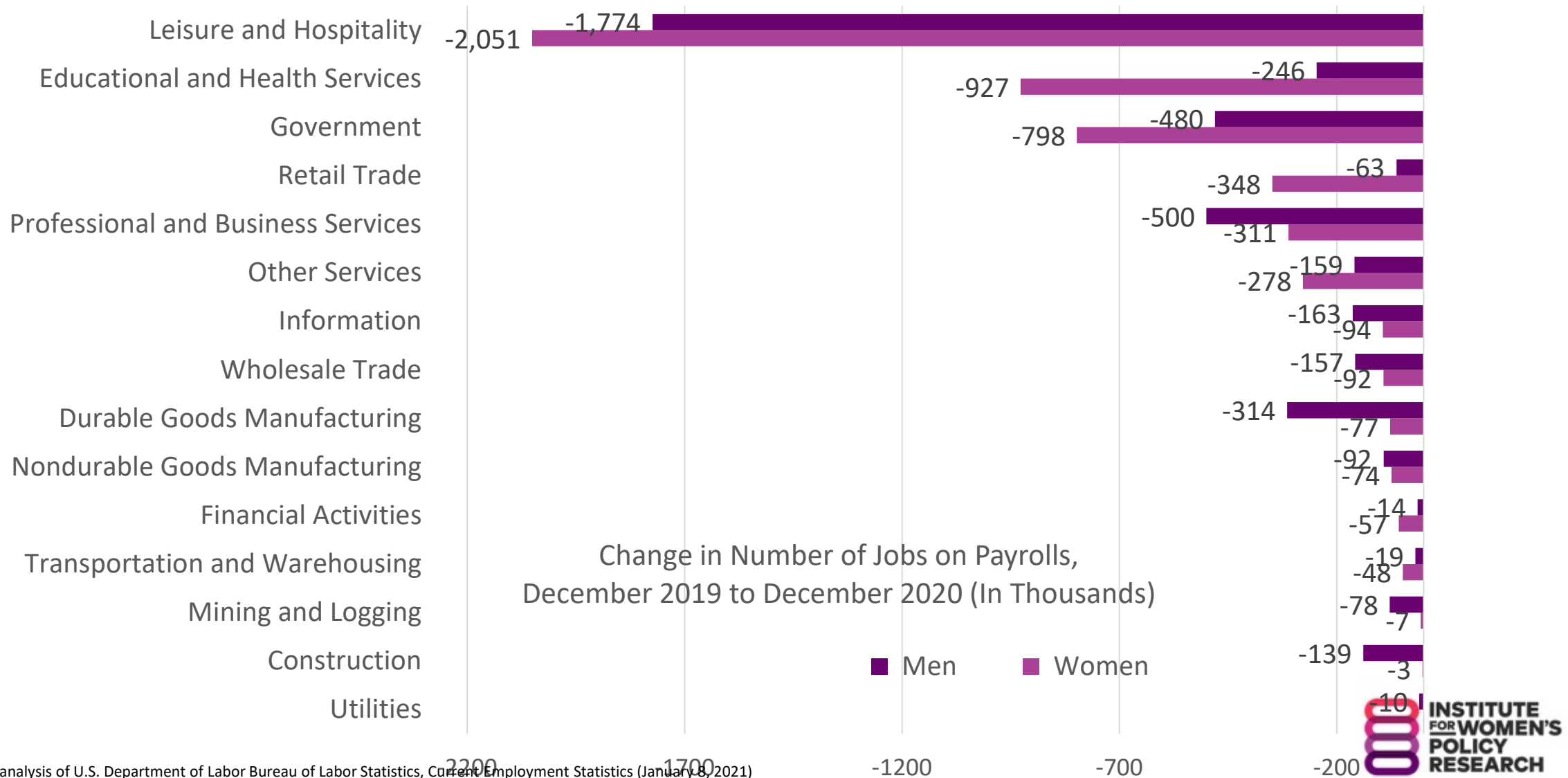
Number of Workers (in thousands) on Non-Farm Payroll, below Feb Levels, by Gender

# Women are much more likely than men to work in the sectors that have been most impacted by COVID-19

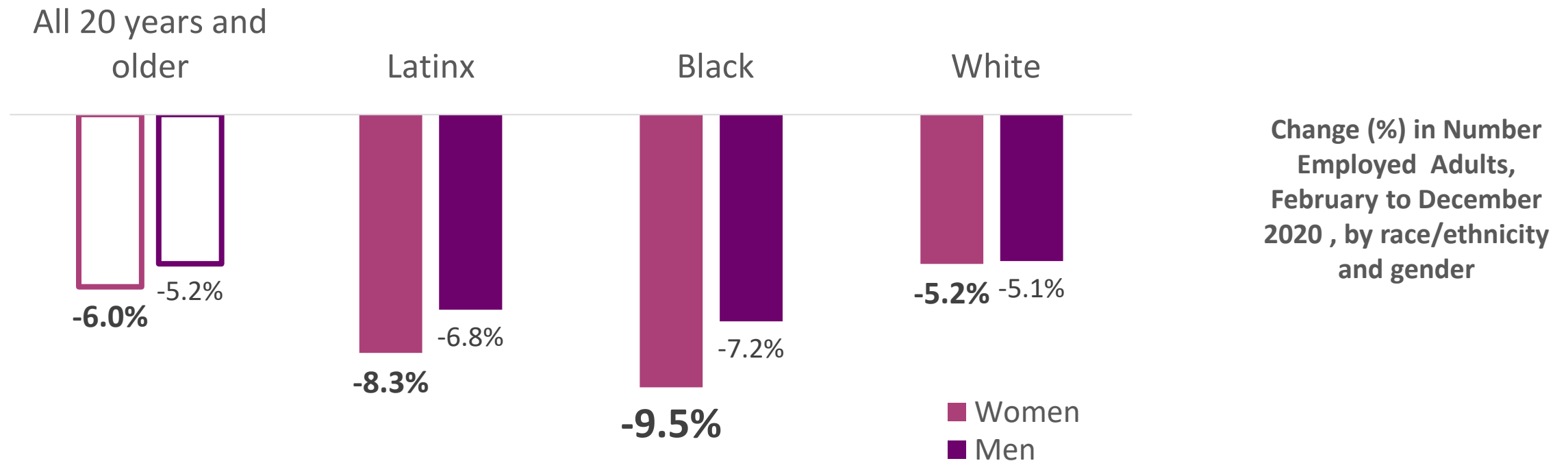
- More than four in ten (43%) women compared with one in four (26%) men work in Service industries (Healthcare, Leisure & Hospitality, Education, Other Services).
- Fewer than one in ten (8.2%) women compared with almost one in four (23.2%) men work in Construction, Natural Resources and Manufacturing\*

\*IWPR: Status of Women in the States 2015 : Explore the Data  
<https://statusofwomendata.org/explore-the-data/download-the-data/>

# Shecession: The sectors that have lost most jobs are the sectors that were most likely to employ women



# Job losses have been especially bad for Black women and Latinas



Source: IWPR Analysis of U.S. Bureau of Labor Statistics 2020 Jobs reports.

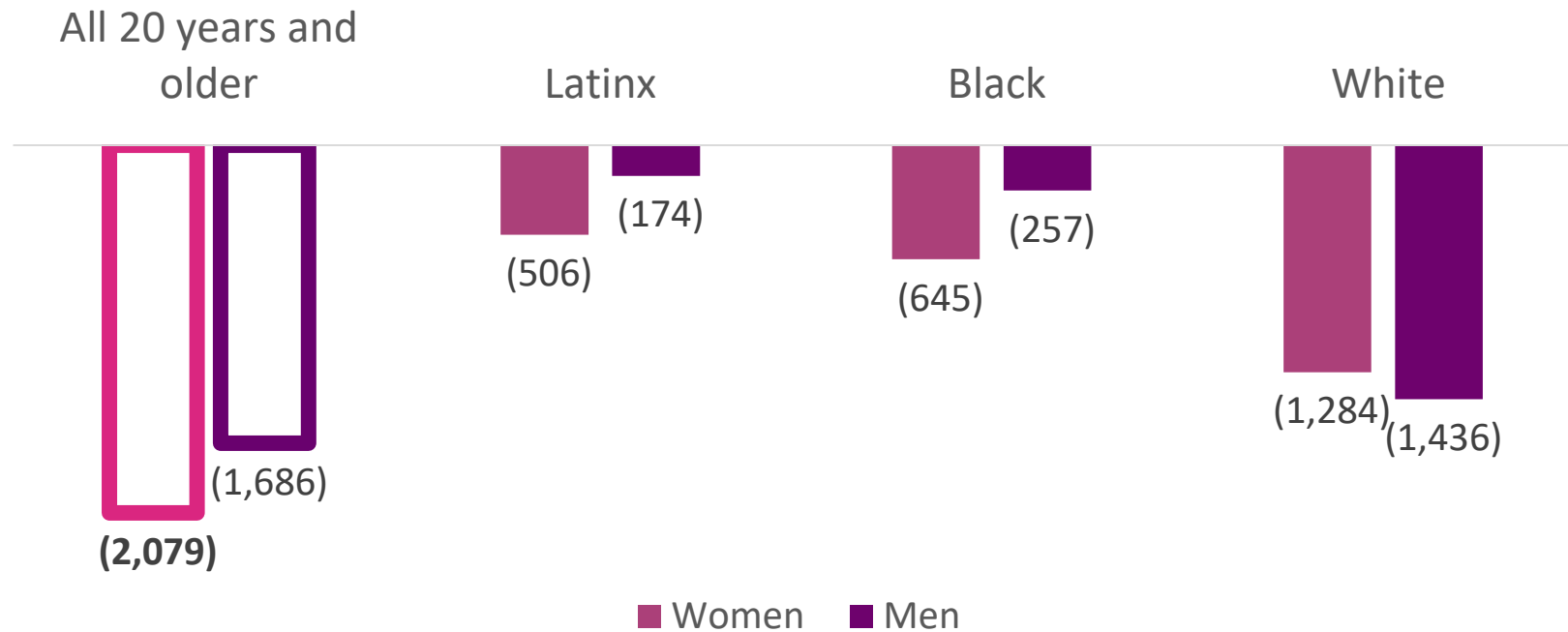
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# Women (especially mothers) left the labor force in greater numbers than men

- Women's official rates unemployment fell, but not because employment has grown: fewer women are actively looking for work.
- Women's rate of labor force participation in November was at its lowest point in the last three decades.



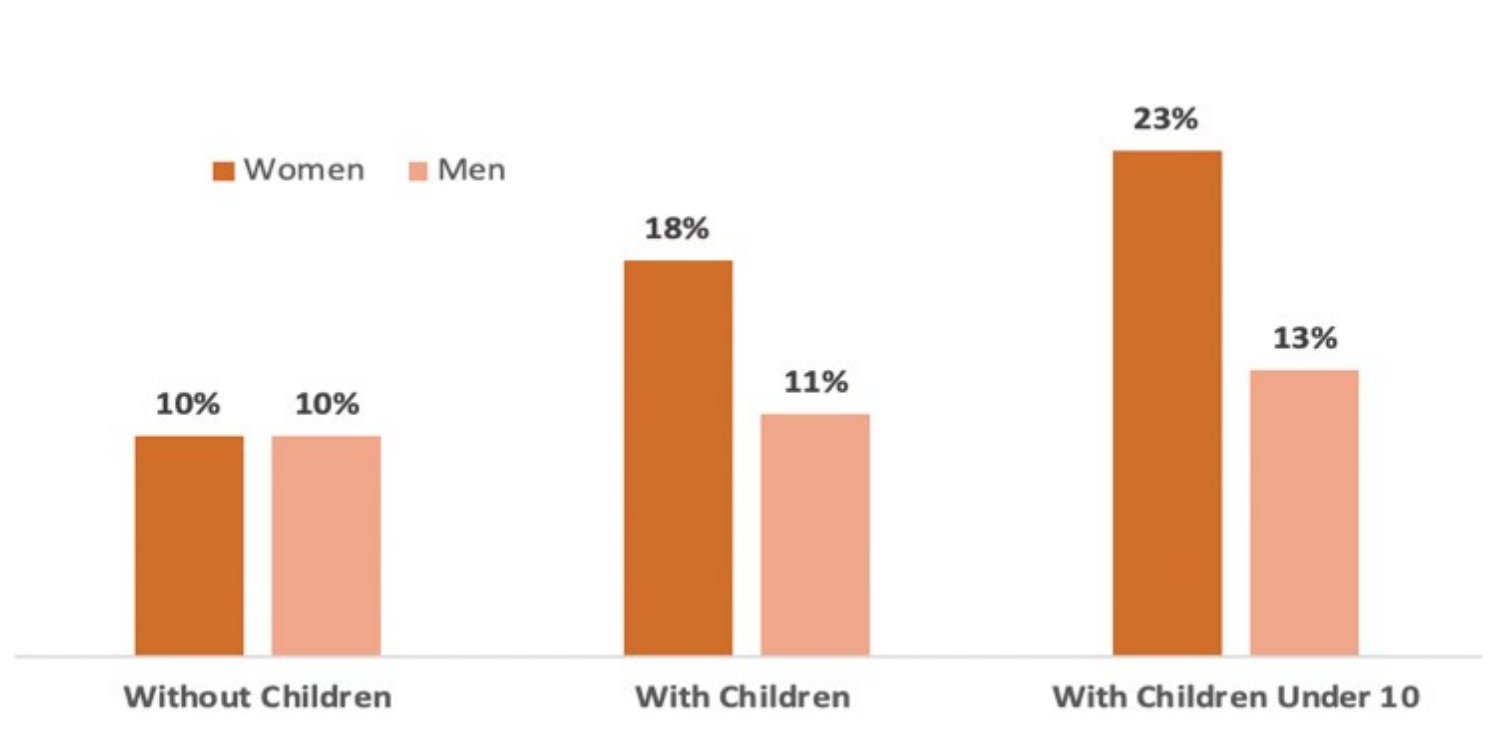
# Almost 400,000 more women than men left the civilian labor force since February 2020: they are no longer working or looking for work



**Change in the Civilian Labor Force, Adults, February to December 2020 (in thousands)**

Source: IWPR Analysis of U.S. Bureau of Labor Statistics 2020 Jobs reports.

# The Motherhood Effect: Share of Workers Considering Leaving the Workforce since Start of Pandemic



Childcare is one of 3 top challenges during pandemic for 76% of mothers compared with 54% of fathers

Source: McKinsey & Company. "Women in the Workplace 2020"

# Women, particularly women of color, entered the recession with much lower earnings and fewer resources than men

In Colorado, all women earned just 82% of men's full-time year-round earnings.

- **Hispanic women** earned just 54.5% (\$28,600 less)
- **Black women** earned just 63.3% (\$22,500 less)
- **AIAN women** earned just 65.6% (\$21,159 less)

of White Non-Hispanic men's earnings.

# The same factors that are behind the Shecession are behind the Wage Gap

- 1.1 % women but 16.1% men in CO work in **Construction and Natural Resource** occupations
  - 3.8% women but 13.9% men work in **Production and Transportation** occupations
- occupations that require less investment in education to get to a decent earnings
- occupations that are expected to recover much faster than leisure and hospitality

# Opportunities and Possible Actions coming out of COVID-19 ... Let's Discuss!

- Apprenticeships in trade and technical fields (beyond `there are apprenticeships for men, and there are apprenticeships for women...)
- Childcare as an essential infrastructure- for community college and other training providers
  - New funding sources for support services
- Employer engagement and oversight

**THANKS!!**

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