



JULY 2020 | FACT SHEET

June Brings 2.9 Million Women's Jobs Back, Many of Which Are At Risk of Being Lost Again

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The most recent Bureau of Labor Statistics (BLS) monthly jobs report shows that the economy continued to inch back between May and June 2020, gaining 4.8 million jobs.¹ This means that only 1 in 3 (34%) of the 22.2 million jobs lost in March and April due to the COVID-19 crisis have returned.² Nearly 6 in 10 (59%) of the jobs that returned in June are in leisure and hospitality (which includes businesses like bars and restaurants) and retail trade.³ These numbers reflect the state of the economy in early June, before some states re-imposed restrictions in response to surging coronavirus cases. Now that many businesses are being forced to close, the jobs that came back last month are at risk of being lost again. June's "recovery" is particularly fragile for women, who accounted for 6 in 10 of the jobs gained last month, and gained the majority of jobs in leisure and hospitality and in retail trade.⁴ Even after June's gains, Black women and Latinas continue to be hardest hit by the economic crisis: While the overall unemployment rate dropped to 11.1% in June,⁵ approximately 1 in 7 Black women (14.0%)⁶ and Latinas (15.3%) remained unemployed.⁷

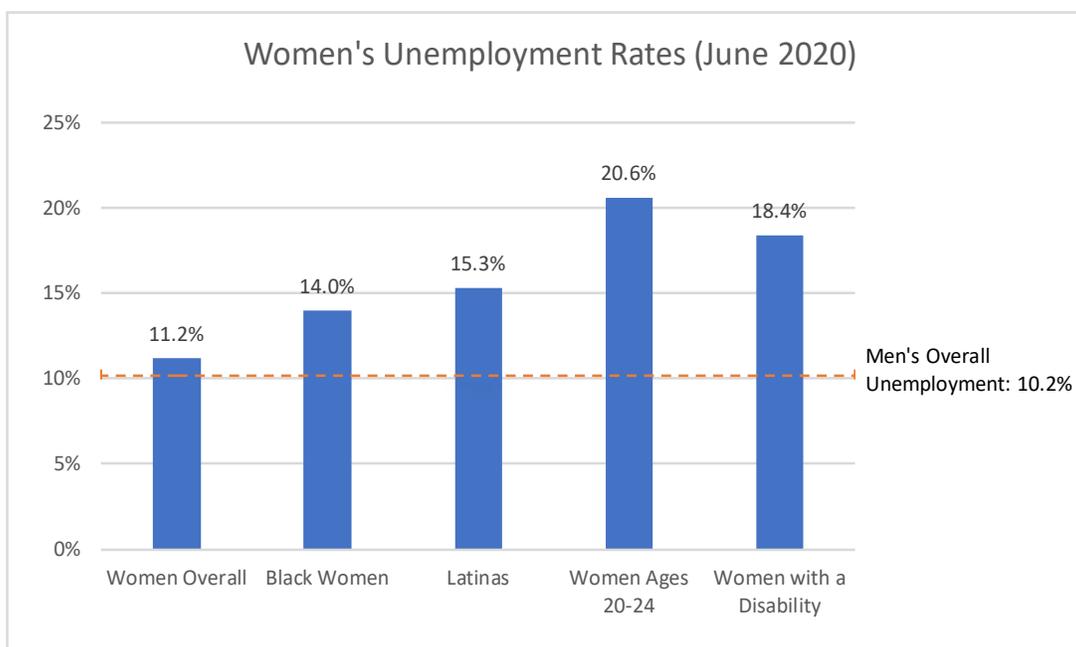
Only 1 in 3 of the 12.1 million women's jobs lost between February and April have returned.

- Women accounted for 60% of June's job gains, while making up 50% of the workforce.⁸
- Women have disproportionately suffered pandemic-related job losses: since February 2020, women have lost over 8 million net jobs, accounting for 55% of overall net job loss since the start of the pandemic.⁹
- Women ages 20 and over were more likely than adult men ages 20 and over to be unemployed, with an unemployment rate of 11.2% compared to men's 10.2%.¹⁰ The unemployment rate for women in June was still 1.3 times higher than the highest unemployment rate for women during the Great Recession and subsequent recovery (8.4%).¹¹

Due to a misclassification error in the household survey component of the March, April, May, and June Employment Situation Summaries, the reported unemployment rates for June underestimate the share of the labor force that was unemployed. BLS estimates that the actual unemployment rate is up to three points higher than reported. The actual unemployment rates for demographic subgroups are also likely higher than reported.

The overall unemployment rate masks higher unemployment rates for women of color and other demographic groups

- Nearly 1 in 7 Black women (14.0%) ages 20 and over were unemployed in June. Black women’s unemployment rate is down from 16.5% in May, but still nearly 3 times higher than their pre-pandemic unemployment rate (4.8% in February).¹²
- Similarly, more than 1 in 7 (15.3%) Latinas ages 20 and over were unemployed in June, down from 19.0% in May, but over three times higher than their unemployment rate in February (4.9%).¹³
- By comparison, June’s unemployment rate for white men was 9.0%, making them one of the only demographic groups to reach single digit unemployment last month.¹⁴
- In June, nearly one in five (18.4%) women with disabilities were unemployed – an increase of 11 percentage points from February.¹⁵
- Pandemic-related job losses continue to hit younger women particularly hard, with more than 1 in 5 (20.6%) women between the ages of 20 and 24 unemployed in June.¹⁶ And rates for young Black women between ages 20 and 24 (26.6%)¹⁷ and young Latinas between ages 20 and 24 (23.4%) were even higher.¹⁸



Source: NWLC calculations based on historical data for BLS Employment Situation Summary Tables A-1, A-2, A-3, A-6, and A-10. Unemployment rates for women overall, Latinas, and Black women are seasonally adjusted and are for women 20 years and over. The unemployment rate for women ages 20-24 is also seasonally adjusted. The unemployment rate for women with a disability is not seasonally adjusted, and is for women ages 16 to 64.

Most of the jobs women gained in May and June are in the industry sectors most likely to be affected by another round of shutdowns due to COVID-19.

- Since the economy started to rebound in May, women have gained over 4 million jobs. Of those, nearly half (47%) are in the leisure and hospitality sector, which includes businesses such as restaurants and bars.¹⁹ The leisure and hospitality sector was among the first to suffer massive job losses when the COVID-19 crisis began, so many of the jobs gained back in that sector are likely to be at risk when businesses are forced to close again.
- Retail trade was another sector that suffered heavy losses at the start of the COVID-19 crisis. Over May and June, more than 1 in 7 (15%) of the jobs women gained were in retail trade. This means that leisure and hospitality and retail trade combined accounted for more than 6 in 10 (62%) of all of the jobs women gained over the past two months.²⁰

While some jobs have returned, many women are not working the hours they want or need.

- In June, 1 in 4 (25%) women working part-time wanted full-time work, but were unable to obtain it for economic reasons, such as their employer not giving them full-time hours.²¹ In February, only 11% of women working part-time were doing so for economic reasons.²²
- Rates of involuntary part-time work were higher for women of color: 32% of Black women, 32% of Asian women, and 36% of Latinas working part time in June were doing so for economic reasons.²³

- 1 NWLC calculations based on U.S. Department of Labor, Bureau of Labor Statistics (BLS), June 2020 Employment Situation Summary, Table B-1: Employees on nonfarm payrolls by industry sector and selected industry detail, available at <https://www.bls.gov/news.release/empsit.t17.htm> (last visited July 2, 2020).
- 2 NWLC calculations based on BLS, historical data for Table B-1, available at <https://www.bls.gov/webapps/legacy/cesbt1.htm> (last visited July 2, 2020). Throughout this factsheet, we measure changes since the start of the COVID-19 pandemic using the February 2020 Employment Situation Summary as a reference point.
- 3 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table B-1.
- 4 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table B-1 and Table B-5: Employment of women on nonfarm payrolls by industry sector, seasonally adjusted, available at <https://www.bls.gov/news.release/empsit.t21.htm> (last visited July 2, 2020). Figures are seasonally adjusted and capture total non-farm employment.
- 5 BLS, June 2020 Employment Situation Summary, Table A-1: Employment Status of the civilian population by sex and age, available at <https://www.bls.gov/news.release/empsit.t01.htm> (last visited July 2, 2020). Figure is seasonally adjusted and for all workers ages 16 and over.
- 6 BLS, June 2020 Employment Situation Summary, Table A-2: Employment status of the civilian population by race, sex, and age, available at <https://www.bls.gov/news.release/empsit.t02.htm> (last visited July 2, 2020). Figure is seasonally adjusted and is for Black women ages 20 and over.
- 7 BLS, June 2020 Employment Situation Summary, Table A-3: Employment status of the Hispanic or Latino population by sex and age, available at <https://www.bls.gov/news.release/empsit.nr0.htm> (last visited July 2, 2020). Figures is seasonally adjusted and is for Latinas ages 20 and over. Figure is seasonally adjusted and is for Latinas ages 20 and over.
- 8 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table B-1 and Table B-5. Figures are seasonally adjusted and capture total non-farm employment.
- 9 NWLC calculations based on BLS, historical data for Table B-1 and historical data for Table B-5, available at <https://www.bls.gov/webapps/legacy/cesbt15.htm> (last visited July 2, 2020).
- 10 BLS, June 2020 Employment Situation Summary, Table A-1. Figures are seasonally adjusted and for women and men ages 20 and over.
- 11 NWLC calculations based on BLS, historical data for Table A-1, available at <https://www.bls.gov/webapps/legacy/cpsat1.htm> (last visited July 2, 2020).
- 12 BLS, June 2020 Employment Situation Summary, Table A-2.
- 13 BLS, June 2020 Employment Situation Summary, Table A-3.
- 14 BLS, June 2020 Employment Situation Summary, Table A-2. Figure is seasonally adjusted and is for white men ages 20 and over.
- 15 NWLC calculations based on BLS, June 2020 Employment Situation Summary Table A-6: Employment status of the civilian population by sex, age, and disability status, not seasonally adjusted, available at <https://www.bls.gov/news.release/empsit.t06.htm> (last visited July 2, 2020) and historical data for Table A-6, available at <https://www.bls.gov/webapps/legacy/cpsatab6.htm> (last visited July 2, 2020). Figures are for women ages 16 to 64.
- 16 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table A-10: Selected unemployment indicators, seasonally adjusted, available at <https://www.bls.gov/news.release/empsit.t10.htm> (last visited July 2, 2020).
- 17 BLS, Labor Force Statistics from the Current Population Survey, Table A-13: Employment status of the civilian population by age, sex, and race, available at <https://www.bls.gov/web/empsit/cpseea13.htm> (last visited July 2, 2020). Figures are not seasonally adjusted.
- 18 BLS, Labor Force Statistics from the Current Population Survey, Table A-14: Employment status of the Hispanic of Latino Population by age and sex, available at <https://www.bls.gov/web/empsit/cpseea14.htm> (last visited July 2, 2020). Figures are not seasonally adjusted.
- 19 NWLC calculations based on BLS, historical data for Table B-5.
- 20 *Id.*
- 21 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table A-27: Persons at work in nonagricultural industries by age, sex, race, Hispanic or Latino ethnicity, marital status, and usual full- or part-time status, available at <https://www.bls.gov/web/empsit/cpseea27.htm> (last visited July 2, 2020). Figures are not seasonally adjusted and are for women ages 16 and over.
- 22 NWLC calculations based on BLS, historical data for Table A-27. Data for all women working part-time available at <https://beta.bls.gov/dataViewer/view/timeseries/LNU02033505>. Data for women working part-time for economic reasons available at <https://beta.bls.gov/dataViewer/view/timeseries/LNU02033506>.
- 23 NWLC calculations based on BLS, June 2020 Employment Situation Summary, Table A-27.