



**NATIONAL
WOMEN'S
LAW CENTER**

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RESILIENT BUT NOT RECOVERED

AFTER TWO YEARS OF THE COVID-19

CRISIS, WOMEN ARE STILL STRUGGLING

Authors

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Introduction

In the two years since the arrival of the novel coronavirus in the United States upended our economy and our lives, ongoing uncertainty about the future has become a constant for many. Although the COVID-19 recession is officially over, and we are in a period of economic recovery¹—due in large part to the American Rescue Plan Act and other robust relief measures enacted in 2020 and 2021²—millions of people lost jobs and income that they have not yet recovered. Nearly one million people in the United States have lost their lives, and many others are suffering from the long-term health consequences of COVID-19 and the impact that the pandemic has had on their mental health and their families. Recessions have long-term repercussions, and this public health crisis has compounded them.

This is especially true for women, who are more likely than men to work in health care, child care, and other jobs that have put them on the front lines of the pandemic and who are more likely than men to have lost their jobs or left the labor force entirely over the past two years. Women have also shouldered most of the new and persistent unpaid caregiving demands wrought by COVID-19, which have too often forced them

About this report

Data in this report comes from multiple sources. Some figures are from recently available data released by the U.S. Census Bureau and Bureau of Labor Statistics; others are recent National Women's Law Center (NWLC) analyses of these and other data sources. More details on these data sources can be found in the endnotes to this report.

In addition, to better understand the impact of the pandemic on women and their families, NWLC collaborated with Sprout Insight to conduct in-depth interviews and focus groups with women around the country in December 2021, and with polling firm GQR to conduct a nationally representative mixed mode survey of 3,800 adults from February 7–25, 2022. Half of all interviews were conducted online, while 29 percent were conducted by cell and 21 percent were conducted by landline. Survey data were weighted by age, race, and census region to reflect the U.S. population. Quotes featured throughout this report are from the participants in the qualitative research led by Sprout Insight; data from the GQR/NWLC quantitative survey are referenced throughout as findings from “NWLC polling.” More detail regarding research methodology can be found in the endnotes to this report.³

to make impossible choices between maintaining their jobs and caring for their families. **While men have returned to their pre-pandemic labor force size, more than 1.1 million fewer women are in the labor force today than in February of 2020.**

As a result, many women—particularly Black women, Latinas, and other women of color—are still struggling to make ends meet.

As we recover from the economic fallout of the pandemic, we must address our long underinvestment in economic and social infrastructure, which left so many women stranded at the intersection of the racial and gender inequities laid bare by COVID-19. Until we do, we cannot have a full recovery from the disaster that left so many vulnerable to crisis in the first place.

Women continue to bear the brunt of pandemic-related job loss, and many women who left the labor force in the pandemic have not yet returned.

An incomplete jobs recovery

Between February 2020 and April 2020, women lost nearly 11.9 million jobs, including over 11.1 million in April alone—which means one month of the pandemic's losses wiped out nearly an entire decade of women's job gains since the Great Recession.⁴ Black women and Latinas experienced double digit unemployment rates for six consecutive months in 2020 (April through September), peaking at 20.1

percent for Latinas in April 2020 and 16.6 percent for Black women in May 2020—while white men's unemployment rate peaked at 12.3 percent in April 2020 and only remained in the double digits for two months.⁵

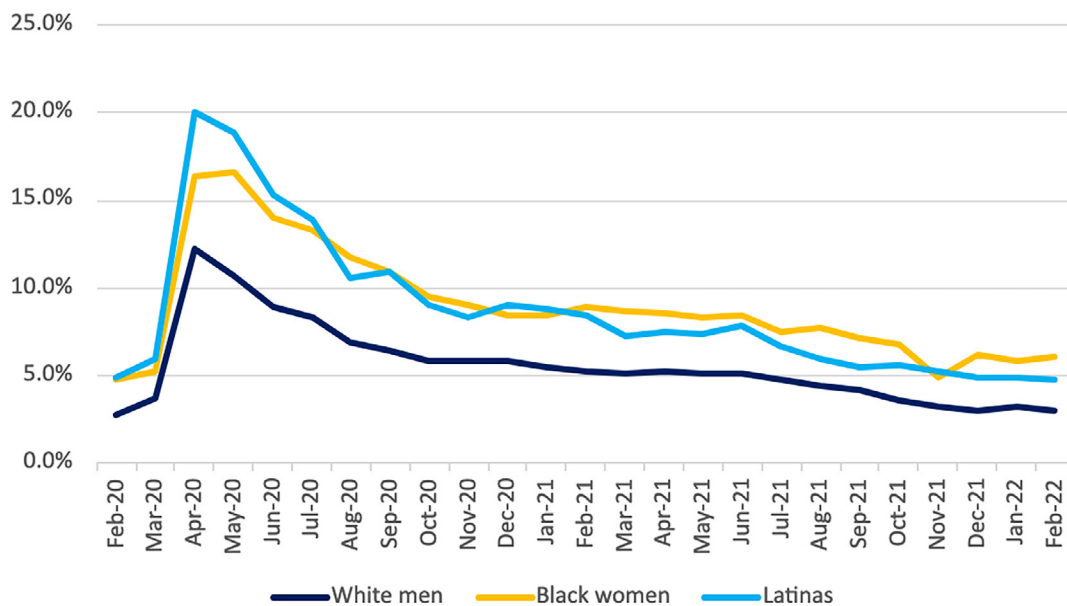
Today, despite strong job growth in recent months, the recovery remains uneven. Overall, women need to recoup over twice as many jobs as men do to recover their pandemic-related job losses, and the unemployment rate for Black women remains notably higher than it was two years ago.

“I went from having extra money and not worrying about things to not even knowing if I was going to have fare for transportation to work, because everything I was making was just enough to pay my rent and barely my utilities.”

– Asian American woman, Michigan, laid off from job as hotel housekeeper early in the pandemic

- In February 2022, women were still short over 1.4 million net jobs compared to February 2020—meaning women account for 68.5 percent of the net job loss since February 2020.⁶ By comparison, men were short 664,000 net jobs in February 2022.⁷

Unemployment Rates by Selected Demographics, February 2020 – February 2022



- The child care sector, a sector made up primarily of women workers, has lost over one in nine jobs (11.7%) since the start of the crisis.⁸ Job losses in this sector particularly impede an equitable recovery, as they also make it harder for parents to secure the child care they need to work.
- Latinas' unemployment rate was still 4.8 percent in February 2022, 1.6 times the rate for white men (3.0 percent).⁹
- Black women's unemployment was still 6.1 percent in February 2022, more than double the rate for white men (3.0 percent) and more than a full percentage point above Black women's pre-pandemic unemployment rate in February 2020 (4.8 percent).¹⁰

Women account for 68.5 percent of the net job loss since February 2020.

There are more men—but fewer women—in the labor force today than in February 2020

Between February 2020 and April 2020, over 3.6 million women and over 3.4 million men exited the labor force, meaning they were no longer working or looking for work. **As of February 2022, over 1.1 million women have yet to return to the labor force.** Meanwhile, there were 513,000 *more* men in the labor force in February 2022 compared to February 2020—meaning that men have recouped their pandemic-related labor force losses and women now make up all labor force leavers in the pandemic.¹¹

February 2022 NWLC polling reveals that only 42 percent of women who lost or quit a job during the pandemic have found new employment, compared to 67 percent of men.

In February 2022 NWLC polling, 23 percent of women and 19 percent of men report they lost or quit a job during the COVID-19 pandemic. Of those who lost or quit a job, fewer than half (42 percent) of women have gotten a new job, compared to two-thirds (67 percent) of men.

- If the over 1.1 million women who have left the labor force over the past two years were counted among the unemployed, women's unemployment rate would have been 5.1 percent instead of 3.6 percent in February 2022.
- Black women's labor force participation rate was 61.7 percent in February 2022, down more than 2 percentage points from February 2020, before the pandemic started.¹² Since February 2020, 199,000 Black women have left the labor force; if these women were counted among the unemployed, the unemployment rate for Black women would have been 7.8 percent instead of 6.1 percent in February 2022.¹³
- Latinas' labor force participation rate was 59.6 percent in February 2022, down 2.5 percentage points from February 2020.¹⁴ Since February 2020, 41,000 Latinas have left the labor force; if these women were counted among the unemployed, the unemployment rate for Latinas would have been 5.2 percent instead of 4.8 percent in February 2022.¹⁵

A caregiving crisis

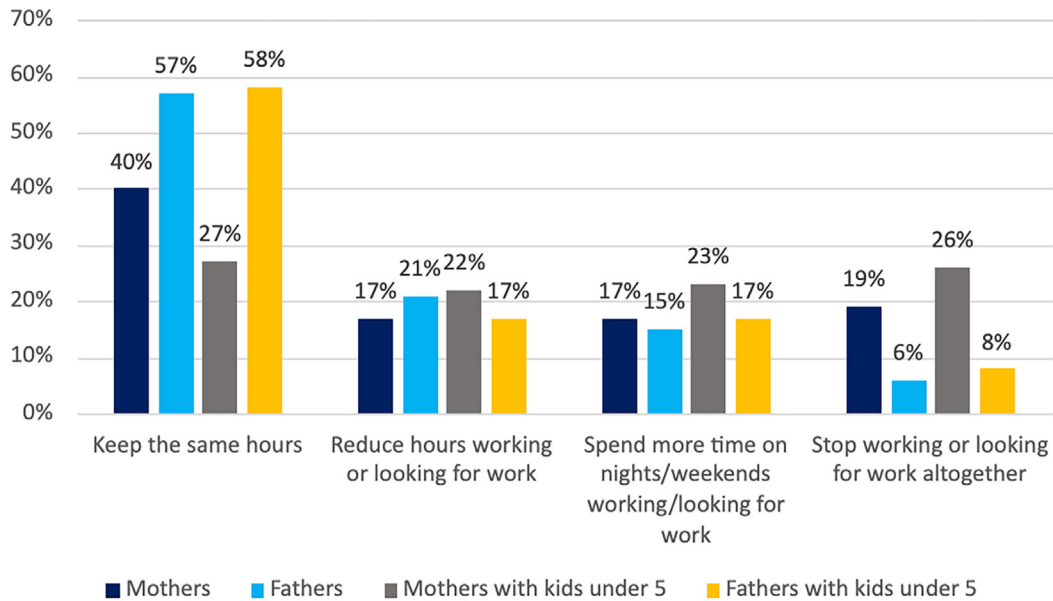
Women have long taken on the bulk of caregiving responsibilities for children and others in their households¹⁶—and the additional caregiving demands produced by school and child care disruptions and quarantine periods appear to be holding women back from reentering the workforce.

- In December 2021, more than one in five women (22.4 percent) in households with children under 12 years old reported that, at some point in the last four weeks, children in their household were unable to attend child care because of the pandemic.
- In December 2021, more than one in four Black, non-Hispanic women (26.9 percent) and over one in five Latinas (20.3 percent) reported not having child care in the past month due to the pandemic.¹⁷

- In February 2022 NWLC polling, **mothers report a much greater impact from school and child care disruptions on their work than do fathers.**
 - Only 40 percent of mothers, and 27 percent of mothers of children under 5, maintain their usual work hours when their children are not in school in person or they do not have child care, compared to 57 percent of fathers and 58 percent of fathers with children under 5.
 - Nearly one in five mothers (19 percent), and more than one in four mothers with children under 5 (26 percent), report that they stop working (or looking for work) when their children are not in school or child care, compared to just 6 percent of fathers and 8 percent of fathers with children under 5.
 - Among parents who lost or quit a job during the pandemic, only 41 percent of mothers have gotten a new job, compared to 78 percent of fathers.

“It’s been really, really hard, because . . . they were out of school, and with them out of school, that pretty much put my work to a halt anyway, because somebody had to be there to watch them.”

– White woman, Georgia; has held several jobs during the pandemic, currently works repairing washing machines

When your child(ren) are not at school in person or when you do not have child care, do you:

“I think parenting has just become more, I would say, times two. Because it never ends, so it just became double.”

– Black woman, Maryland; laid off from position as a social worker and now working several part-time jobs as a cashier and child caregiver in others’ homes

- As the pandemic heightened the demands associated with caring for children, it also impacted women’s decisions around when and whether to expand their families. NWLC’s recent polling reveals that about one in 12 women (8 percent), including one in seven women of color (14 percent), delayed or abandoned plans to have a child as a result of the pandemic. The impact on family planning decisions is greater for women who are already mothers: More than one in seven mothers (15 percent)—and more than one in five mothers with children under 5 (21 percent)—report that they delayed or abandoned plans to have a child.

Millions of women and their families are still struggling to make ends meet.

“We don’t know what the future holds so that definitely reshaped my mind about thinking of having a family.”

– Black woman, Wisconsin; had hours cut early in the pandemic, then moved into a full-time position

Even before the pandemic began, women experienced poverty at higher rates than men, were overrepresented in low-paid jobs, and suffered from racist and sexist wage gaps.¹⁸ These trends continued during the pandemic and have contributed to women’s economic insecurity in this crisis. While 2021 data from the U.S. Census Bureau is not yet available, 2020 data show that among workers who remained employed in the first year of the pandemic, women continued to be overrepresented in jobs with low wages: Women made up over half (56.2 percent) of the workforce in the 40 lowest-paying jobs in the United States in 2020,¹⁹ and about seven in 10 workers in tipped jobs.²⁰ More than one in nine women (11.5 percent)—including 19 percent of Black women and 16.8 percent of Latinas—lived in poverty in 2020.²¹

“Honestly, I feel like I have to start over completely because any savings that I had at the time went towards survival basically.”

– Black woman, Michigan; has worked in different food service jobs during pandemic

The gender wage gap and COVID-19

With the massive job losses experienced during the COVID-19 pandemic, particularly among low-paid workers,²² there were substantially fewer people who worked full time, year round in 2020—and many who continued to work full time, year round were those in higher paying positions, which were more insulated from COVID-19's impact.²³ Because the women who remained in the labor force and worked full time for all of 2020 often had higher earnings than their counterparts who lost their jobs, 2020's data gives the appearance of closing gender wage gaps for some groups of women compared to 2019, although substantial gaps persisted. (Wage gap data for 2021 is not yet available.)

When comparing all women to all men working full time, year round in 2020, women were paid just 83 cents for every dollar paid to men,²⁴ and numbers were even worse for many groups of women when compared to white, non-Hispanic men:

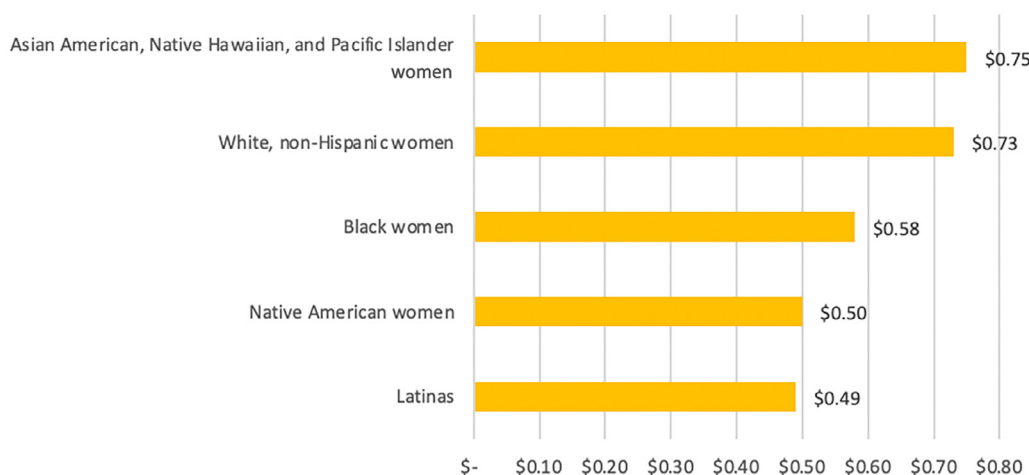
- Black women made 64 cents;
- Latinas made 57 cents; and
- Native American women made 57 cents.²⁵

As large as the gender wage gap among full-time, year-round workers remained in 2020, it masks a number of the factors that have made women more—not less—economically vulnerable relative to men during the pandemic; it doesn't reflect the reality of many women who lost jobs that year, or who were forced into part-time work because their hours were cut or they couldn't access child care. In recent NWLC polling, for example, almost one in four women (23 percent)—and nearly half (47 percent) of women in jobs paying \$15/hour or less—report that their hours were reduced during the pandemic.

When, instead of comparing full-time, year-round workers, we compare all women workers with all men workers, regardless of how many hours or weeks they worked, we see much larger gender wage gaps. Women were typically paid only 73 cents for every dollar paid to men in 2020, and gaps for many groups of women were even wider compared to white, non-Hispanic men:

- Black women made 58 cents;
- Latinas made 49 cents; and
- Native American women made 50 cents.²⁶

What Women Make by Race/Ethnicity for Every Dollar White, Non-Hispanic Men Make, Including Part-Time and Part-Year Workers

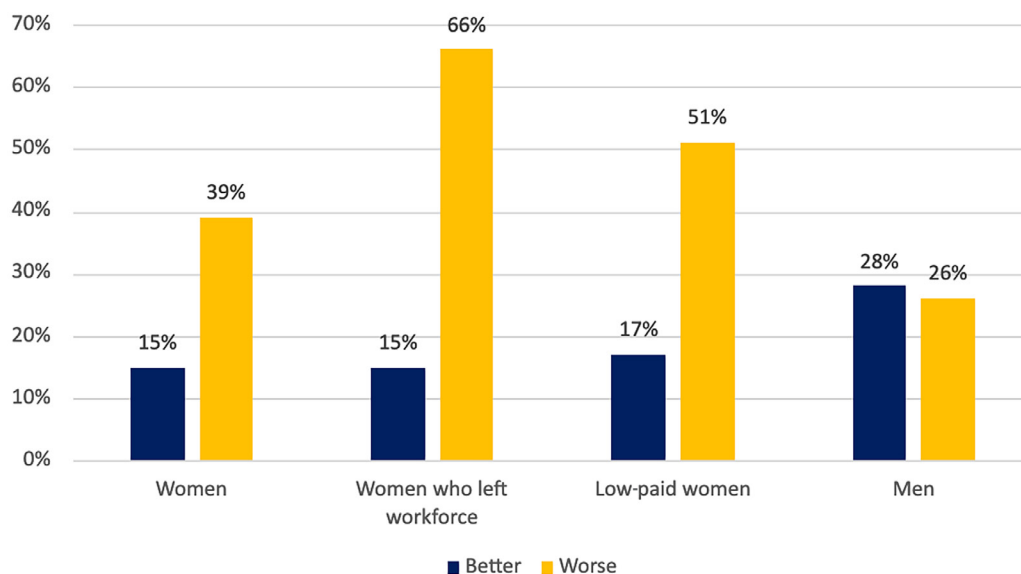


As the economy recovers, fewer people are reporting lost income, food insecurity, or being behind on rent or mortgage payments compared earlier points in the pandemic.²⁷ But many—especially women—are still struggling to recover the level of economic security they had two years ago: In February 2022 NWLC polling, **39 percent of women—including 66 percent of women who lost or quit a job since February 2020 and 51 percent of women in jobs paying \$15/hour or less—say their family's financial**

situation is worse today than before the pandemic.

In contrast, 26 percent of men report that their family is financially worse off now, while 28 percent of men say their family's financial situation has improved since the pandemic began. Only 15 percent of women report that their family's finances have improved since February 2020. And nearly half (45 percent) of currently employed women report that they are paid \$15 per hour or less, compared to just 23 percent of employed men.

Compared to before the pandemic, is your family's financial situation today better, worse, or is it about the same?



Millions of women continue to suffer from lost household income, food insufficiency, and housing insecurity:

- In December 2021, over 17.6 million women—more than one in seven women overall (14.5 percent)—reported that their household has lost employment income in the last four weeks.
 - Nearly one in four Latinas (24.7 percent) and nearly one in five Black, non-Hispanic women (19.9 percent) reported that someone in their household had lost employment income in the last four weeks, compared to 10.6 percent of white, non-Hispanic men.²⁸
- In December 2021, over 10.8 million women, or nearly one in 10 women overall (9.9 percent), reported sometimes or often not having enough to eat in the past seven days.
 - More than one in six Latinas (16.7 percent) and Black, non-Hispanic women (17.0 percent) report sometimes or often not having enough to eat in the past seven days, compared to 6.8 percent of white, non-Hispanic men.²⁹
- Among renters, over one in six women (16.8 percent) reported being behind on their rent payment in December 2021.
 - More than three in 10 Black, non-Hispanic women renters (30.9 percent) and nearly one in five Latina renters (19.6 percent) were behind on their rent in December 2021, compared to 8.6 percent of white, non-Hispanic men.³⁰
- Among those with a mortgage, about one in 14 women (7.1 percent) were behind on their mortgage payment in December 2021.
 - Among those with a mortgage, more than one in seven Black, non-Hispanic women (14.9 percent) and more than one in 10 Latinas (10.5 percent) were behind on their mortgage payment in December 2021, compared to 4.1 percent of white, non-Hispanic men.

“[The Child Tax Credit] really help[ed] a lot to us... All of our savings is really used up already.... We’re just living paycheck-to-paycheck.”

– Southeast Asian woman, Michigan; has worked throughout the pandemic as a dietary aide in a home care facility

Most women have experienced negative mental health impacts during the pandemic, and many report feeling anxiety or depression.

In recent NWLC polling, **58 percent of women overall—including 75 percent of women who lost or quit a job during the pandemic, and 63 percent of women in low-paid jobs—said that the COVID-19 pandemic had a negative impact on their mental health**, compared to 45 percent of men overall.

- Financial concerns are one major strain on mental health: 49 percent of women identify bills and expenses as one of their top two sources of stress, compared to 37 percent of men.
- Health concerns are another major source of stress: 33 percent of women (and 26 percent of men) name their own health as one of the two greatest stressors in their life, and their family's health is a top stressor for 22 percent of women and 19 percent of men.

“I would have to go to my car and talk to my therapist because I felt like I could not get a break from the house, from the kids, and everything.”

– Black woman, Michigan; aesthetician who transitioned businesses from a store to a home-based operation as a result of the pandemic

While reported rates of anxiety and depression have declined from a year ago, Census Bureau data also shows that many women are still experiencing severe mental health impacts from the pandemic.³¹

- In December 2021, nearly three in 10 women (29.3 percent) reported symptoms of anxiety, compared to 22.8 percent of men.
- In December 2021, more than one in five women (22.2 percent) reported depression symptoms, compared to 19.8 percent of men.³²

“It was very stressful having to go back [to work]. And it continues to be because just based on where I’m located, there’s no mask requirement, there’s no vaccine requirement.”

– White woman, New Hampshire; librarian

A women-centered recovery

The COVID-19 pandemic that began in March of 2020 took hundreds of thousands of lives in the United States and wrought deep financial and emotional pain for millions more. The federal government's response in the first year of the pandemic, however, prevented still greater devastation and set the stage for a strong recovery: The American Rescue Plan Act (ARPA), signed by President Biden in March 2021, and the relief legislation that preceded it provided essential emergency assistance that helped families make ends meet, dramatically reduced child poverty, stabilized the child care sector, strengthened our public health infrastructure, and helped create the conditions for robust job growth as the pandemic appears to recede.³³ But without further—and substantial—policy intervention, the United States will not achieve a full or sustainable recovery, particularly for the women of color who have been hardest hit by the COVID-19 crisis.

As we enter the third year of the pandemic, it has never been clearer that policies to bolster families' incomes, ensure access to health care—including reproductive health care—without cost barriers, and help people both work and care for their loved ones are essential to drive an equitable recovery. Such policies are also extremely popular. For example, in NWLC's recent polling, at

least three-quarters of respondents—and even higher shares of women, especially women of color—support enacting universal paid family and medical leave; expanding access to high-quality, affordable child care and home- and community-based services; providing comprehensive health care with no cost-sharing; funding free pre-kindergarten; raising wages for workers in tipped and low-paid jobs; and providing employees with more input and predictability in their work hours. And more than six in 10 respondents—including at least two-thirds of women overall and about three-quarters of women of color—support restoring expanded Child Tax Credit payments; strengthening policies to combat pay discrimination; and protecting the right and ability to access reproductive health care, including abortion. (See page 16 for complete list of policies tested.)

We cannot equate recovery with a return to a broken pre-pandemic status quo. Delivering these long overdue reforms will ensure we instead build a new and better economy that finally works for women—and for all of us.

Policy	Total support	Women support	Women of color support
Provide all workers with paid family and medical leave to take time to care for a child, recover from a serious health condition, or care for a family member with a serious health condition	86%	88%	90%
Increase funding to make home- and community-based services for seniors and people with disabilities more widely available and improve job quality for home care workers	85%	87%	89%
Ensure families can access high-quality, affordable child care , making sure no family pays more than 7 percent of their income for child care and early educators are paid a living wage	84%	84%	86%
Grant employees the right to request a work schedule change without fear of retaliation, and require employers to provide at least two weeks' notice of work schedules for workers in jobs with variable hours	80%	84%	85%
Provide access to comprehensive health care with no cost-sharing	77%	79%	83%
Increase the wage that employers are required to pay tipped workers , so that tipped workers are entitled to the same minimum wage as anyone else, before tips	76%	82%	83%
Fund free pre-kindergarten for all children ages 3 and 4	75%	81%	87%
Gradually raise the national minimum wage from \$7.25 per hour to \$15 per hour, then automatically increase it to keep pace with rising wages	75%	79%	84%
Ensure all families can access the full Child Tax Credit and continue payments that gave families up to \$300 per child monthly	72%	74%	82%
Protect employees' right to discuss salaries with colleagues , so employees can find out if they are being paid unfairly compared to their coworkers	71%	72%	79%
Require employers to report pay data by gender, race, and ethnicity to the agency that enforces workplace discrimination laws, so the agency can identify pay discrimination	65%	69%	73%
Protect the right and ability to access reproductive health care , including abortion	62%	67%	75%

- 1 "US Business Cycle Expansions and Contractions" (National Bureau of Economic Research, July 2021), <https://www.nber.org/research/data/us-business-cycle-expansions-and-contractions>.
- 2 See, e.g., Dave Kamper, "One Year in, the American Rescue Plan Has Fueled a Fast Recovery" (Economic Policy Institute, March 11, 2022), <https://www.epi.org/blog/one-year-in-the-american-rescue-plan-has-fueled-a-fast-recovery-policy-makers-should-use-remaining-arpa-funds-in-2022-to-make-transformative-investments-that-will-build-a-more-equitable-economy/>; "Robust COVID Relief Achieved Historic Gains Against Poverty and Hardship, Bolstered Economy" (Center on Budget & Policy Priorities, February 24, 2022), https://www.cbpp.org/sites/default/files/2-24-2022pov_1.pdf.
- 3 The GQR-NWLC poll includes a nationally representative base of 1,000 adults in the United States, in addition to oversamples of Black women, Latinas, AAPI women, women who left the workforce at some point during the pandemic, women in low-paid jobs making \$15/hour or less, and state oversamples in Arizona, Georgia, Michigan, and West Virginia. Margin of error on a probability sample of this size for the national base is lower than +/-3 percent. Margin of error for the oversampled groups range from +/-3.3 percent for women who left the workforce to +/-6.1 percent for AAPI women. Margin of error is higher among subgroups. This report also includes quotes from qualitative research interviews conducted from December 7-13, 2021 by Sprout Insight with a total of 35 working women between the ages of 25-55 years from Arizona, Georgia, Michigan, New Hampshire, Pennsylvania, Virginia, West Virginia, and Wisconsin. Of the 35 women, 22 participated in 20-minute in-depth individual virtual interviews, and the remaining 13 women participated in three 90-minute virtual focus groups. Women were recruited to quotas for racial/ethnic background (i.e., AAPI, Black, Latina, and white) and job type (hourly and salaried). Women varied in relationship status, employment situation, and income.
- 4 BLS, "Employment of Women on Nonfarm Payrolls by Industry Sector, Seasonally Adjusted," Table B-5 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t21.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cesbtat5.htm>.
- 5 NWLC calculations using BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t03.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab3.htm>. NWLC calculations using BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t02.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab2.htm>. Figures are seasonally adjusted.
- 6 Jasmine Tucker and Brooke LePage, "The Jobs Report Shows a Strong Month, but Black Women's Labor Force Participation Drops and Unemployment Rate Rises" (National Women's Law Center, Mar. 2022), <https://nwlc.org/resource/the-jobs-report-shows-a-strong-month-but-black-womens-labor-force-participation-drops-and-unemployment-rate-rises/>.
- 7 NWLC calculations based on BLS, historical data for Establishment Data Table B-1, <https://www.bls.gov/webapps/legacy/cesbtat1.htm> and BLS, historical data for Establishment Data Table B-5, <https://www.bls.gov/webapps/legacy/cesbtat5.htm>.
- 8 Tucker and LePage, "The Jobs Report Shows a Strong Month, but Black Women's Labor Force Participation Drops and Unemployment Rate Rises."
- 9 NWLC calculations using BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t03.htm>, and BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022). Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab2.htm>. Figures are seasonally adjusted.
- 10 BLS, historical data for Household Data Table A-2, available at <https://www.bls.gov/webapps/legacy/cpsatab2.htm>. Figures are for people ages 20 and over.
- 11 NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t01.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab1.htm>. Figures are seasonally adjusted and capture women and men ages 20 and over.
- 12 BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *February 2022 Employment Situation Summary* (Washington, D.C.: March 4, 2022). Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab2.htm>. Figures are seasonally adjusted.
- 13 Tucker and LePage, "The Jobs Report Shows a Strong Month, but Black Women's Labor Force Participation Drops and Unemployment Rate Rises."
- 14 BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in *February 2022 Employment Situation Summary*. (Washington, D.C.: March 4, 2022), <https://www.bls.gov/news.release/empst.t03.htm>. Figures are seasonally adjusted.
- 15 Tucker and LePage, "The Jobs Report Shows a Strong Month, but Black Women's Labor Force Participation Drops and Unemployment Rate Rises."
- 16 See, e.g., Cynthia Hess et al., "Providing Unpaid Household and Care Work in the United States: Uncovering Inequality" (Institute for Women's Policy Research, January 2020), <https://iwpr.org/iwpr-issues/esme/providing-unpaid-household-and-care-work-in-the-united-states-uncovering-inequality/>; Julie Kashen, Sarah Jane Glynn, and Amanda Novello, "How COVID-19 Sent Women's Workforce Progress Backward" (Center for American Progress, October 30, 2020), <https://www.americanprogress.org/article/covid-19-sent-womens-workforce-progress-backward/>.
- 17 Brooke LePage and Sarah Javadi, "Black, Non-Hispanic Women and Latinas Use Advance Child Tax Credit to Cover Necessities and Pay Down Debt in the Last Month of Payments" (National Women's Law Center, January 2022), <https://nwlc.org/resource/black-non-hispanic-women-and-latinas-use-advance-child-tax-credit-to-cover-necessities-and-pay-down-debt-in-the-last-month-of-payments/>.
- 18 "A Year of Strength & Loss: The Pandemic, the Economy, & the Value of Women's Work" (National Women's Law Center, March 2021), <https://nwlc.org/resource/the-pandemic-the-economy-the-value-of-womens-work/>.
- 19 NWLC calculations using 2020 Current Population Survey (CPS), accessed through Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren, and Michael Westberry, *Integrated Public Use Microdata Series Current Population Survey* (IPUMS CPS): Version 9.0 (Minneapolis: University of Minnesota, 2021), <https://doi.org/10.18128/D030.V8.0>. Definitions of "low-wage" or "low-paid" jobs vary; NWLC focuses on the 40 jobs with the lowest median hourly pay according to U.S. Department of Labor, Bureau of Labor Statistics, May 2020 National Occupational Employment & Wage Estimates, https://www.bls.gov/oes/current/oes_nat.htm.
- 20 NWLC calculations using 2020 Current Population Survey (CPS), accessed through Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren, and Michael Westberry, *Integrated Public Use*

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- 25 Tucker, "The Wage Gap Robs Women of Economic Security as The Harsh Impact of COVID-19 Continues."
- 26 Tucker, "The Wage Gap Robs Women of Economic Security as The Harsh Impact of COVID-19 Continues."
- 27 A Year of Strength & Loss: The Pandemic, the Economy, & the Value of Women's Work. Note that questions asked in the U.S. Census Bureau Household Pulse Survey have changed over time and data is not always directly comparable over time. For example, previous questions about lost income asked about whether respondents had lost income since March 2020; the current question asks respondents whether they have lost income in the past month.
- 28 LePage and Javaid, "Black, Non-Hispanic Women and Latinas Use Advance Child Tax Credit to Cover Necessities and Pay Down Debt in the Last Month of Payments."
- 29 LePage and Javaid, "Black, Non-Hispanic Women and Latinas Use Advance Child Tax Credit to Cover Necessities and Pay Down Debt in the Last Month of Payments."
- 30 LePage and Javaid, "Black, Non-Hispanic Women and Latinas Use Advance Child Tax Credit to Cover Necessities and Pay Down Debt in the Last Month of Payments."
- 31 A Year of Strength & Loss: The Pandemic, the Economy, & the Value of Women's Work. Questions asked in the U.S. Census Bureau Household Pulse Survey have changed over time and data is not always comparable over time. Previous versions of the Survey asked respondents if they had feelings of anxiety or depression over the past seven days; the current Survey asks about the previous two weeks.
- 32 NWLC calculations using U.S. Census Bureau, "Measuring Household Experiences During the Coronavirus (COVID-19) Pandemic, 2020-2021 Household Pulse Survey," Census.gov, <https://www.census.gov/data/experimental-data-products/household-pulse-survey.html>. Data references week 40, which was collected December 1 – December 13, 2021. Survey respondents self-identified their gender as male, female, transgender, or none. The Census Household Pulse Survey asks two questions to categorize anxiety symptoms: "Over the last 2 weeks, how often have you been bothered by feeling nervous, anxious, or on edge?" and "Over the last 2 weeks, how often have you been bothered by the not being able to stop or control worrying?" The survey asks two questions to categorize depression symptoms: "Over the last 2 weeks, how often have you been bothered by having little interest or pleasure in doing things?" and "Over the last 2 weeks, how often have you been bothered by feeling down, depressed, or hopeless?" All questions have the following response options: "not at all, several days, more than half the days, or nearly every day." An individual must answer both anxiety questions to be included in the anxiety data and both depression questions to be included in the depression data. If a respondent answers "more than half the days" or "nearly every day" to both questions, there is an indicator for an anxiety disorder or depression, and they are said to have symptoms of anxiety or depression. This follows methodology established by the Centers for Disease Control & Prevention. For more information, see: <https://www.cdc.gov/nchs/covid19/pulse/mental-health.htm>.
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