Women Gain 63% of the Jobs Added to the Economy in March

JASMINE TUCKER AND BROOKE LEPAGE [1]

The most recent Bureau of Labor Statistics (BLS) data showed a strong month for women in terms of jobs added and women's labor force participation. The economy added 431,000 jobs in March 2022, with women making up 62.9% of those gains, or 271,000 jobs.[2] Even with this progress, the economy is still down nearly 1.6 million net jobs since February 2020, and women are down over 1.1 million net jobs since February 2020. This means that seven in ten (70.0%) net jobs lost since the start of this crisis are women's jobs.[3]

249,000 women ages 20 and over joined the labor force last month, meaning they are now working or looking for work. However, there are still 872,000 fewer women in the labor force now than in February 2020. By comparison, 493,000 more men ages 20 and over are in the labor force now than in February 2020. Women make up all labor force leavers since February 2020,[4] and ongoing caregiving demands are playing a role in keeping women out of the workforce.[5] In addition, the child care sector is still missing one in nine jobs lost since the pandemic began[6] — and job losses in this sector make it harder to secure the child care that many women need to return to work.

Women gained 271,000 jobs last month but are still short over 1.1 million jobs since February 2020.

- Since February 2020, the economy has experienced a net loss of nearly 1.6 million jobs; women account for 70.0% of those losses.

- The leisure and hospitality sector gained 112,000 jobs in March 2022. Women gained 67,000 jobs in this sector, or 59.8% of the jobs added. Women make up 52.8% of the leisure and hospitality workforce.

- The retail trade sector gained 49,000 jobs in March 2022. Women gained 17,200 jobs, or 35.1% of the jobs added. Women make up 48.8% of the retail trade workforce.

- The government sector gained 5,000 jobs in March 2022. Women gained 12,000 jobs while men lost 7,000. Women make up 58.0% of the government workforce.

- The education and health services sector gained 53,000 jobs in March 2022. Women gained 52,000 jobs, or 98.1% of the jobs added. Women make up 76.8% of the education and health services workforce.

- The child care sector gained 6,000 jobs last month. A net 117,100 child care jobs have been lost since February 2020. The child care sector is still missing 1 in 9 jobs (11.1%) lost since the start of the crisis.[7] Women make up 91.9% of the child care workforce.[8]

## While unemployment rates went down for most demographic groups, the overall unemployment rates masks higher rates for Black women, Latinas, and other groups.

- The unemployment rate for women ages 20 and over dropped from 3.6% last month to 3.3% in March 2022. In comparison, the unemployment rate for men ages 20 and over decreased from 3.5% in February to 3.4% in March 2022.[9]

- One in 18 Black women ages 20 and over (5.5%) was unemployed in March 2022, down from 6.1% in February. Just over 1 in 18 Black men ages 20 and over (5.6%) were unemployed in March 2022, down from 6.4% in February.[10]

- The unemployment rate in March 2022 for Latinas ages 20 and over was 4.2% down from 4.8% in February.[11]

- The unemployment rate in March 2022 for Asian women ages 20 and over was 2.6%, down from 2.7% in February.[12]

- Nearly 1 in 10 women with disabilities (9.7%) was unemployed in March 2022, unchanged from February.[13]

- Over 1 in 17 young women ages 20-24 (5.9%) were unemployed in March 2022, down from 7.2% in February. The unemployment rate for Black women ages 20-24 decreased from 13.8% in February 2022 to 13.1% in March 2022,[14] and the rate for Latinas ages 20-24 decreased from 7.3% in February 2022 to 5.8% in March 2022.[15]

- By comparison, the unemployment rate for white men ages 20 and over was 3.1% in March 2022, up from 3.0% in February.[16]

Many unemployed women have been out of work for 6 months or longer.

In March 2022, nearly 1 in 4 unemployed women ages 20 and over (24.6%) had been out of work for six months or longer. Among unemployed women ages 16 and over, 23.1% had been out of work for six months or longer, including 37.7% of unemployed Asian women, 27.9% of unemployed Black women, and 20.8% of unemployed Latinas.[17] Additionally, in March 2022, over 1 in 7 unemployed women ages 16 and over (15.5%) had been out of work for a year or longer.[18]

Unemployment Rates for Selected Demographics, March 2022
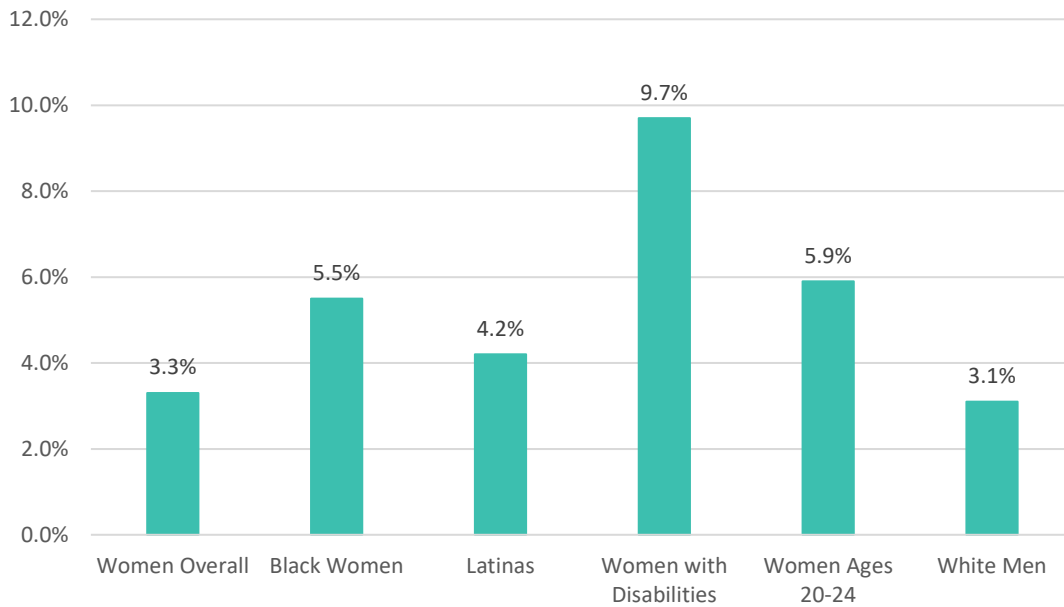
Source: BLS, Employment Situation Summary Tables A-1, A-2, A-3, A-6, and A-13. Unemployment rates for white men, women overall, Latinas, and Black women are seasonally adjusted and are for people ages 20 and over. The unemployment rate for women with disabilities is not seasonally adjusted and is for women ages 16-64.

Since February 2020, 872,000 women have left the labor force. If they were counted among the unemployed last month, women's unemployment rate would have been 4.5%.

Reported unemployment rates do not capture people who have left the labor force entirely and are no longer looking for work. If the 872,000 women ages 20 and over who have left the labor force since February 2020 were counted as unemployed in March 2022, women's unemployment rate would have been 4.5% in March 2022 instead of the reported 3.3%.[19]

Since February 2020, 167,000 Black women have left the labor force If these women were counted as unemployed, the unemployment rate for Black women in March 2022 would have been 7.0% instead of 5.5%.[20]

1   Data was factchecked by Sarah Javaid.

2   NWLC calculations using Bureau of Labor Statistics (BLS), Table B-1 in *March 2022 Employment Situation Summary* and BLS, "Employment of Women on Nonfarm Payrolls by Industry Sector, Seasonally Adjusted," Table B-5 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022), https://www.bls.gov/news.release/empsit.t21.htm. Historical data available at https://www.bls.gov/webapps/legacy/cesbtab5.htm. Throughout this factsheet, changes since the start of the COVID-19 pandemic are measured using February 2020 as a reference point.

3   NWLC calculations using BLS, Table B-1 and Table B-5 in *March 2022 Employment Situation Summary.*

4   NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022), https://www.bls.gov/news.release/empsit.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. Each year when January data is released, the Bureau of Labor Statistics adjusts its household survey data to incorporate new methodologies and population estimates from the most recent decennial Census and other sources. However, BLS does not revise past figures with these new estimates and therefore cautions the comparability of figures across years.

5   Jasmine Tucker and Julie Vogtman, "Resilient But Not Recovered: After Two Years of The COVID-19 Crisis, Women Are Still Struggling" (National Women's Law Center, March 2022), https://nwlc.org/resource/resilient-but-not-recovered-after-two-years-of-the-covid-19-crisis-women-are-still-struggling/.

    BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022). Historical data available at https://www.bls.gov/webapps/legacy/cpsatab2.htm. Figures are seasonally adjusted.

6   NWLC calculations using BLS, Table B-1 in *March 2022 Employment Situation Summary* and BLS, Table B-5 in *March 2022 Employment Situation Summary.* Figures are seasonally adjusted.

7   NWLC calculations using BLS, Table B-1 in *March 2022 Employment Situation Summary* and BLS, Table B-5 in *March 2022 Employment Situation Summary.* Figures are seasonally adjusted.

8   NWLC calculations using BLS, Table B-1 in *March 2022 Employment Situation Summary* and BLS, "Women Employees, Thousands, Child Day Care Services" from the *Current Employment Statistics Survey (National),* https://beta.bls.gov/dataViewer/view/timeseries/CES6562440010. Figures are seasonally adjusted.

8   BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022). Historical data available at https://www.bls.gov/webapps/legacy/cpsatab2.htm. Figures are seasonally adjusted.

9   NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022), https://www.bls.gov/news.release/empsit.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.

10 BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in *March 2022 Employment Situation Summary* (Washington, DC: April 1, 2022). Historical data available at https://www.bls.gov/webapps/legacy/cpsatab2.htm. Figures are seasonally adjusted.

11 NWLC calculations using BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in *March 2022 Employment Situation Summary.* (Washington, DC: April 1, 2022), https://www.bls.gov/news.release/empsit.t03.htm. Figures are seasonally adjusted.

12 NWLC calculations using BLS, "(Unadj) Unemployment Rate – Asian, Women," *Labor Force Statistics from the Current Population Survey* (Washington, DC: April 1, 2022), https://beta.bls.gov/dataViewer/view/timeseries/LNU04032342. Figures are not seasonally adjusted.

13 BLS, "Employment Status of the Civilian Population by Sex, Age, and Disability Status, Not Seasonally Adjusted," Table A-6 in *March 2022 Employment Situation Summary,* https://www.bls.gov/news.release/empsit.t06.htm.

14 BLS, "Employment Status of the Civilian Noninstitutional Population by Age, Sex, and Race," Table A-13 in *Labor Force Statistics from the Current Population Survey,* https://www.bls.gov/web/empsit/cpseea13.htm.

15 BLS, "Employment Status of the Hispanic or Latino Population by Age and Sex," Table A-14 in *Labor Force Statistics from the Current Population Survey,* https://www.bls.gov/web/empsit/cpseea14.htm. Figure is not seasonally adjusted.

16 BLS, Table A-2 in *March 2022 Employment Situation Summary.* Figure is seasonally adjusted.

17 NWLC calculations based on BLS, "Unemployed Persons by Age, Sex, Race, Hispanic or Latino ethnicity, Marital Status, and Duration of Unemployment," Table A-36 in *Labor Force Statistics from the Current Population Survey* (Washington, DC: March 4, 2022), https://www.bls.gov/web/empsit/cpseea36.htm. Figures are not seasonally adjusted.

18 NWLC calculations using BLS, "(Unadj) Number Unemployed for 52 Weeks & Over, Women," Labor Force Statistics from the Current Population Survey (Washington, DC: April 1, 2022), https://beta.bls.gov/dataViewer/view/timeseries/LNU03008735 and BLS, Table A-36 in Labor Force Statistics from the Current Population Survey. Figures are not seasonally adjusted.

19 NWLC calculations using BLS, Table A-1 in *March 2022 Employment Situation Summary.* To calculate these adjusted unemployment rates, NWLC added the 872,000 women who have dropped out of the labor force since February 2020 to the number of women in March 2022 who were in the labor force and to the number of women who were unemployed and recalculated the share of women in the labor force who were unemployed.

20 NWLC calculations using BLS, Table A-2 in *March 2022 Employment Situation Summary.* To calculate these adjusted unemployment rates, NWLC added the 167,000 Black women who have dropped out of the labor force since February 2020 to the number of Black women in March 2022 who were in the labor force and to the number of Black women who were unemployed and recalculated the share of women in the labor force who were unemployed.