



**NATIONAL
WOMEN'S
LAW CENTER**

Women and Work Two Years Into the Pandemic

March 2022 *(Updated June 2022)*



The research

- **National mixed-mode survey, February 7 – February 25, 2022**
 - 1,000 nationally representative “base” sample (MOE +/- 3.1%)*
 - 2,800 additional interviews across 9 oversamples, weighted to proportion
 - 400 interviews among Black women; 400 among Latinas; 200 among AAPI women
 - 300 interviews among women who lost or quit a job during the pandemic
 - 300 interviews among women in low paid jobs making \$15/hour or less
 - 300 interviews in each of four states (Arizona, Georgia, Michigan, West Virginia)
 - 50% of interviews conducted online; 29% by cell; 21% by landline

*MOE calculations assume this poll were conducted among a probability sample and are at the 95 percent confidence interval. MOE for oversampled groups range from +/- 3.3 to +/-6.1. Margin of error is higher among subgroups.

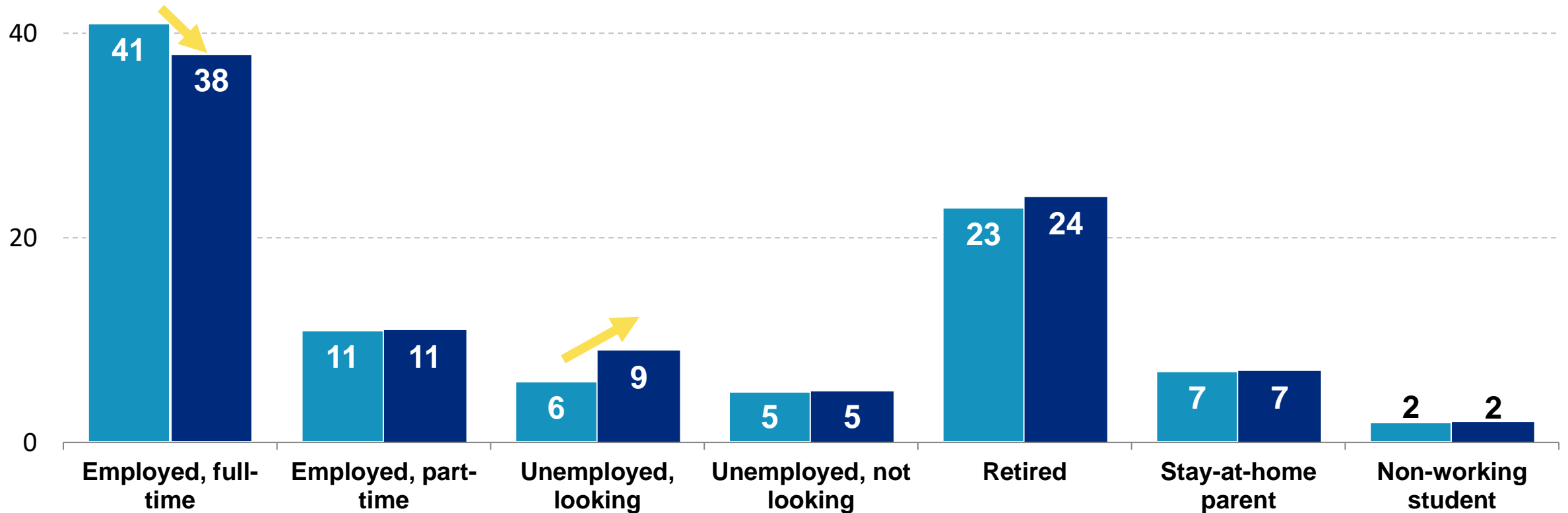
The data are statistically weighted to ensure the sample’s regional, age, race, and gender composition reflects that of the estimated general population of adults in the U.S. In June 2022, income weights by race were also applied, leading to small data adjustments from the prior version.

In this report, results are expressed as percentages unless otherwise noted.

Highly Volatile Employment Landscape

Nationally, number of women employed full-time is down

■ Feb. 2020 employment status ■ Feb. 2022 employment status

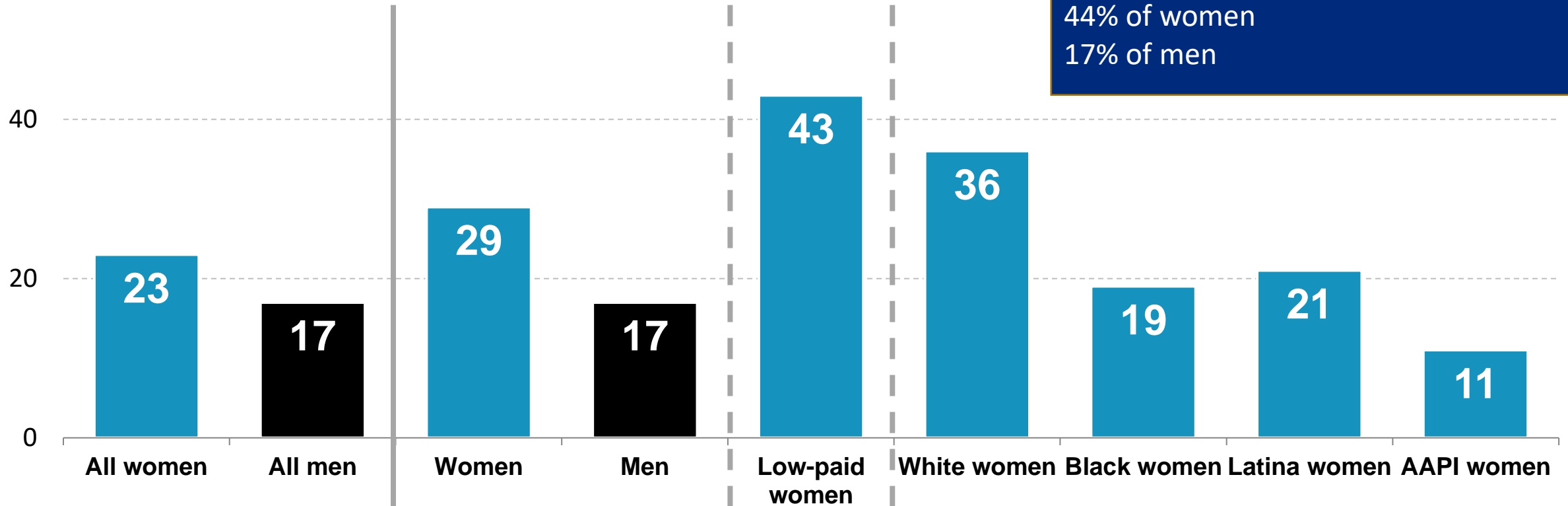


Low-paid women most likely to have lost or quit job

Did you lose or quit your job during the COVID-19 pandemic?

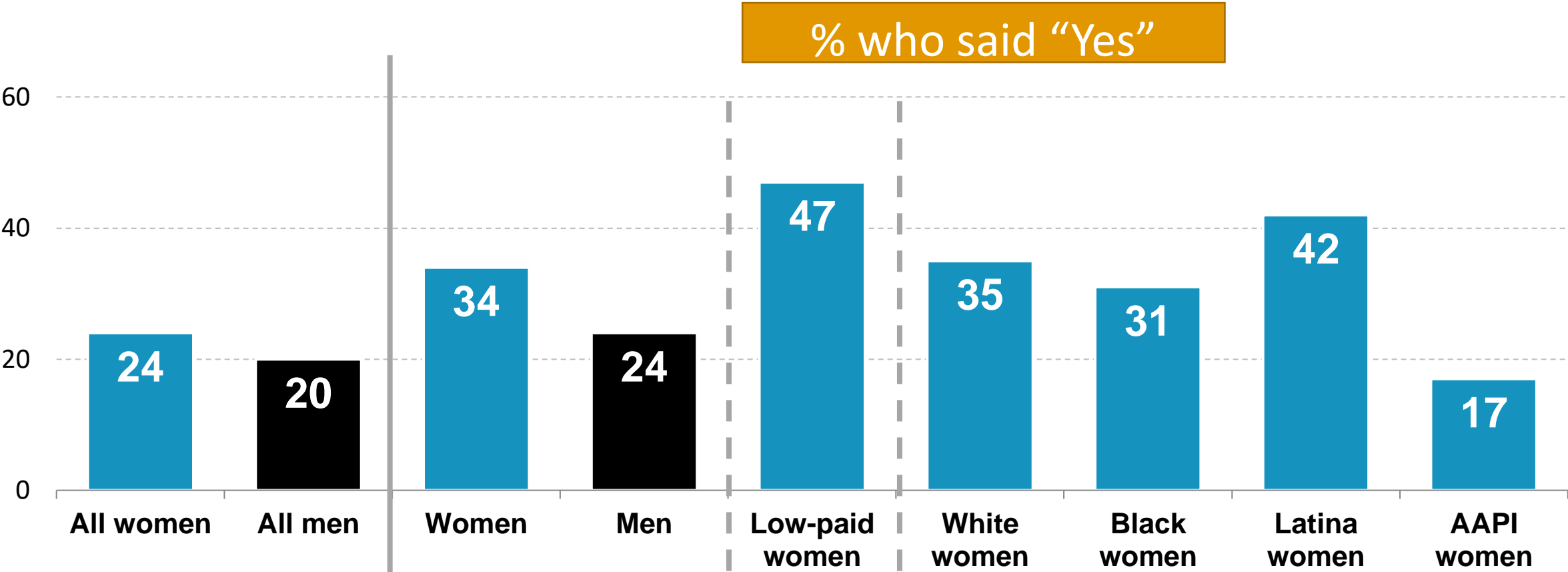
% who said "Yes"

"Low paid" = \$15/hour or less, includes:
44% of women
17% of men



They are also much more likely to have had hours *reduced*

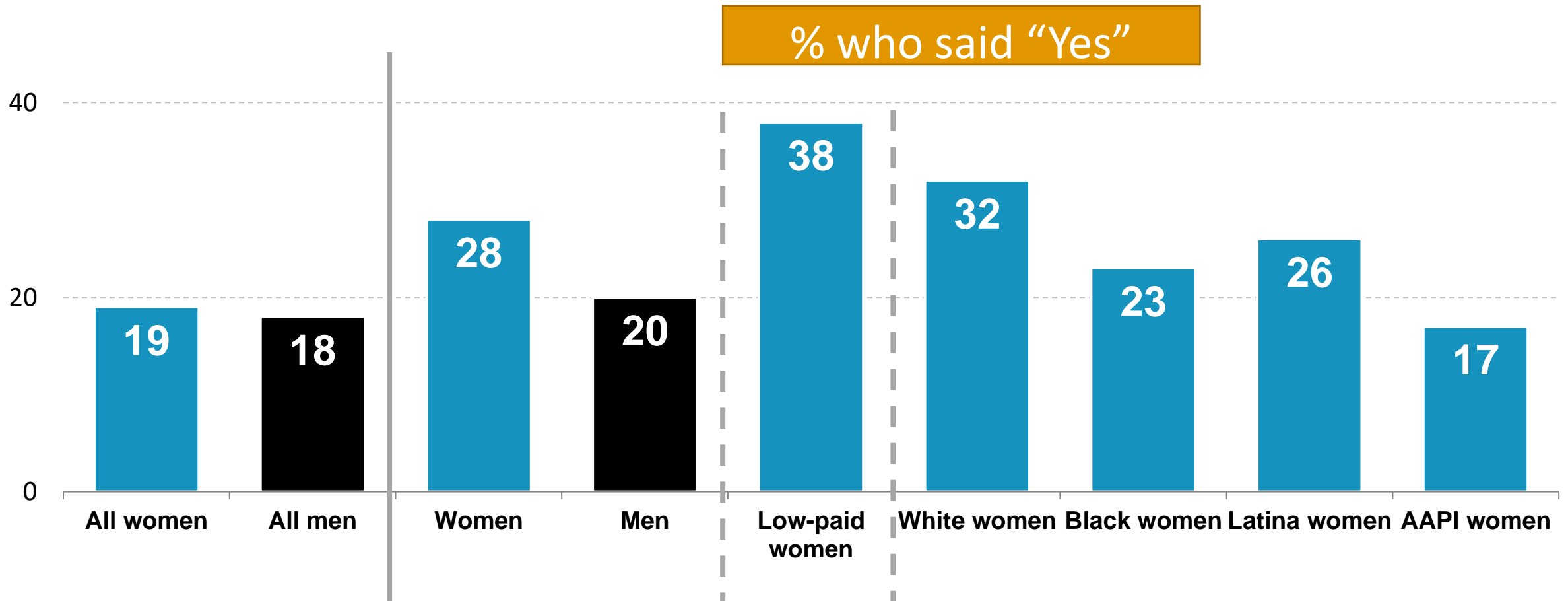
Did you or your employer reduce your hours during the pandemic?



Among those employed in February 2020

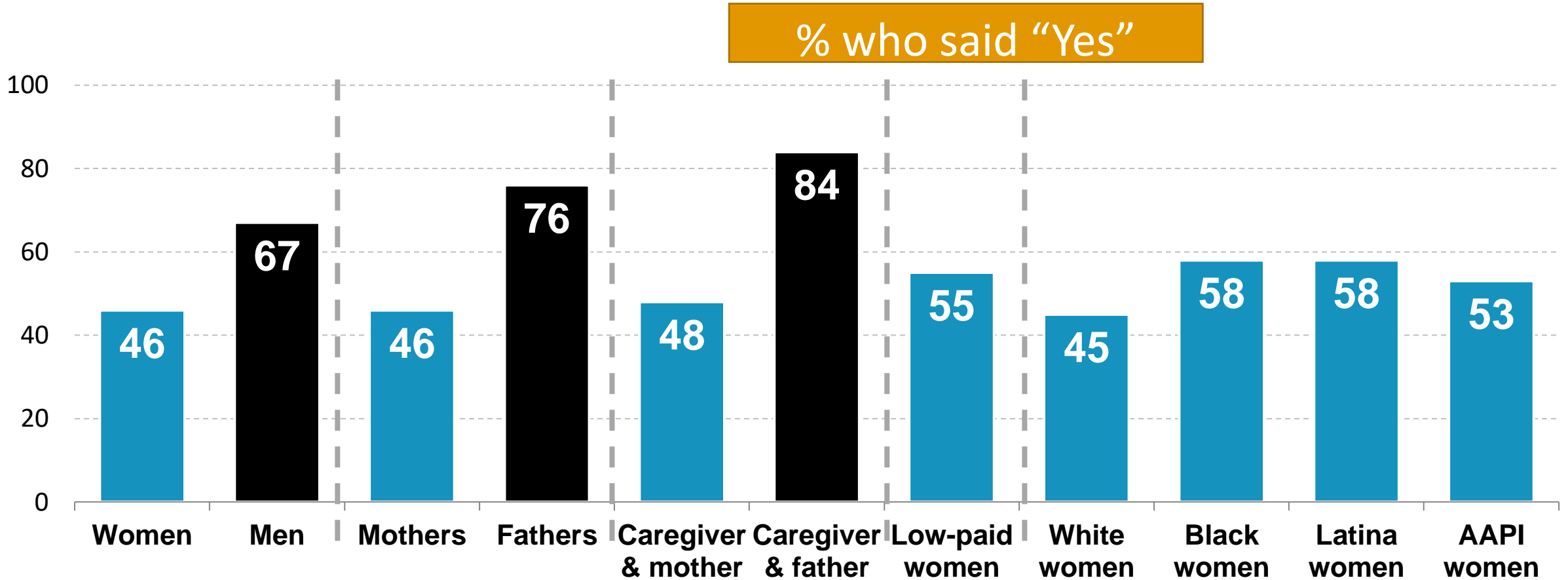
More than 1 in 3 low-paid women *changed* jobs during pandemic

Did you change jobs during the COVID-19 pandemic?



Women less likely than men to have returned to work

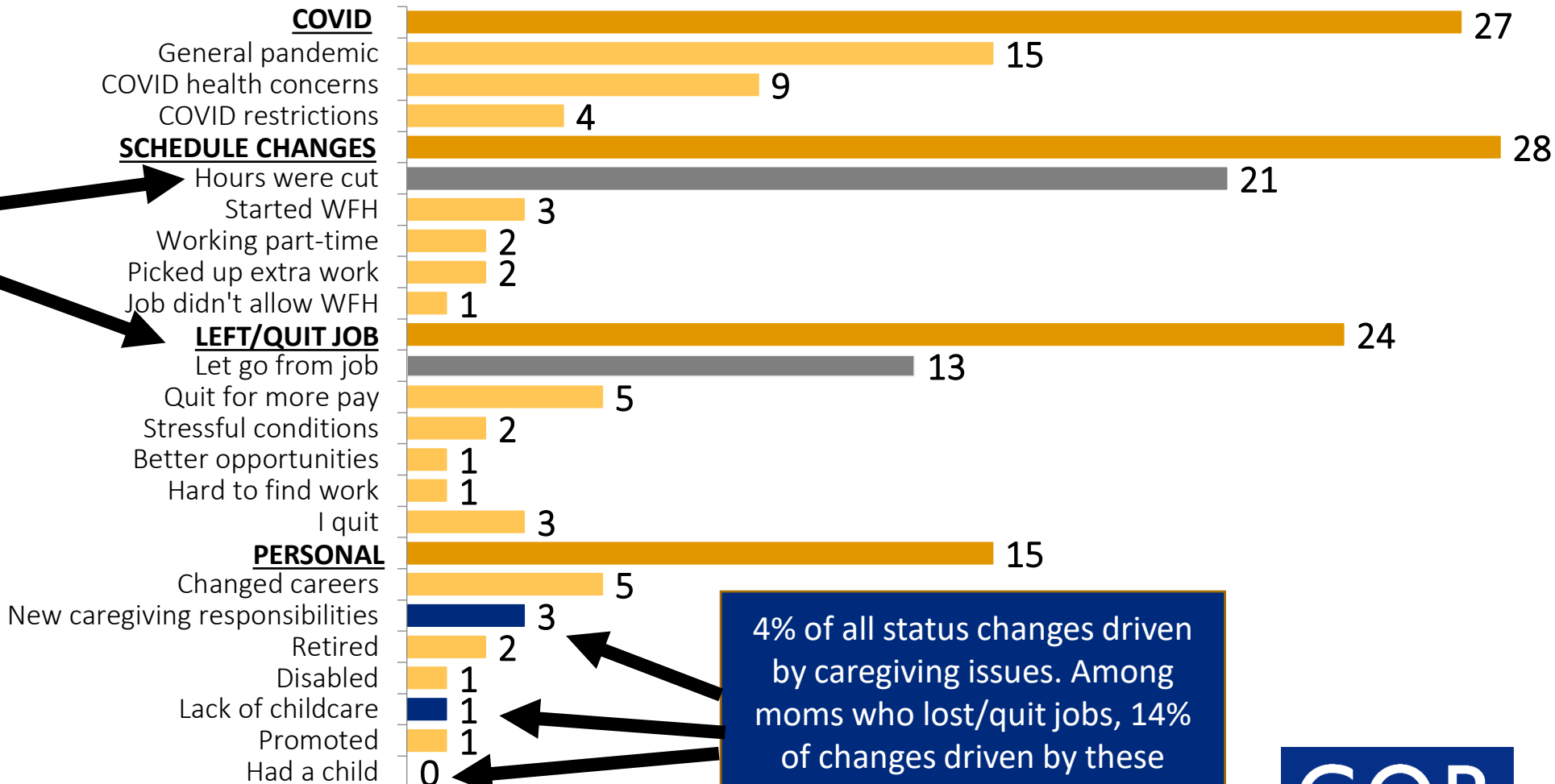
(IF LOST OR QUIT JOB) Did you get a new job since losing or quitting your job?



COVID and related schedule shifts behind job status changes

(IF YES IN LOSEJOB, COVIDJOB, REENTER, OR LOSEHOURS) In just a few words, why did your job status change during the pandemic? (% women)

34% either lost hours or were let go.

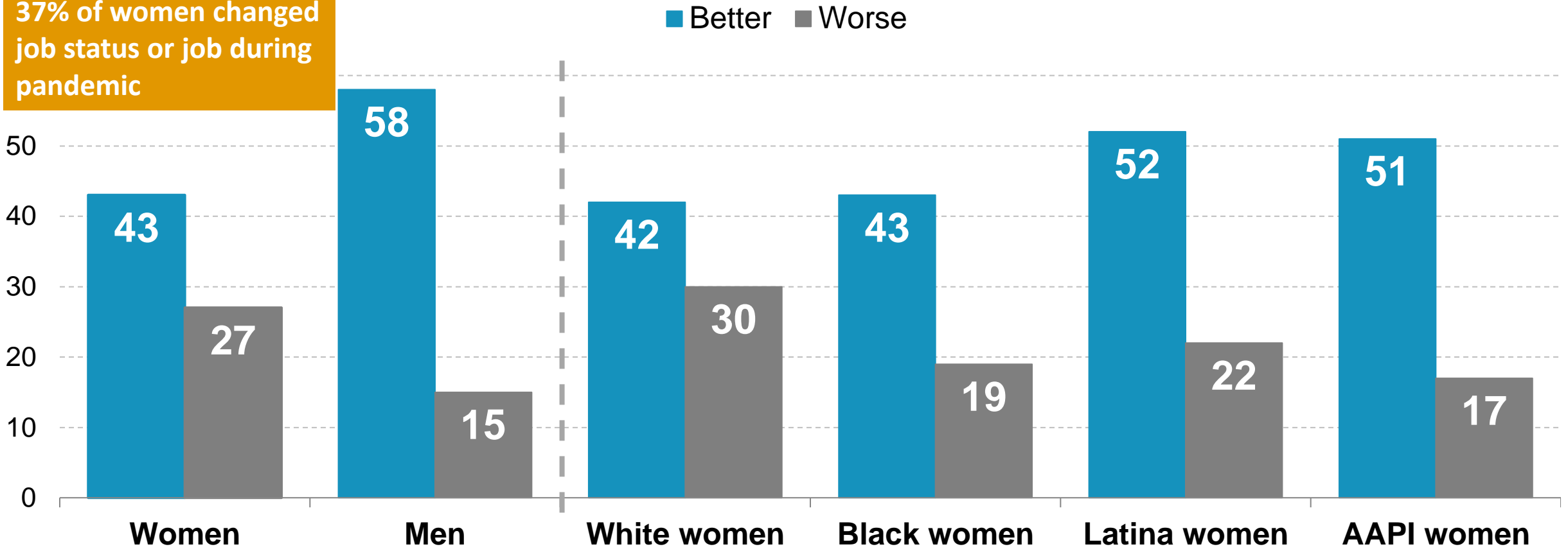


4% of all status changes driven by caregiving issues. Among moms who lost/quit jobs, 14% of changes driven by these reasons (19% for moms with kids under 5)

Men more likely than women to say new job status is better

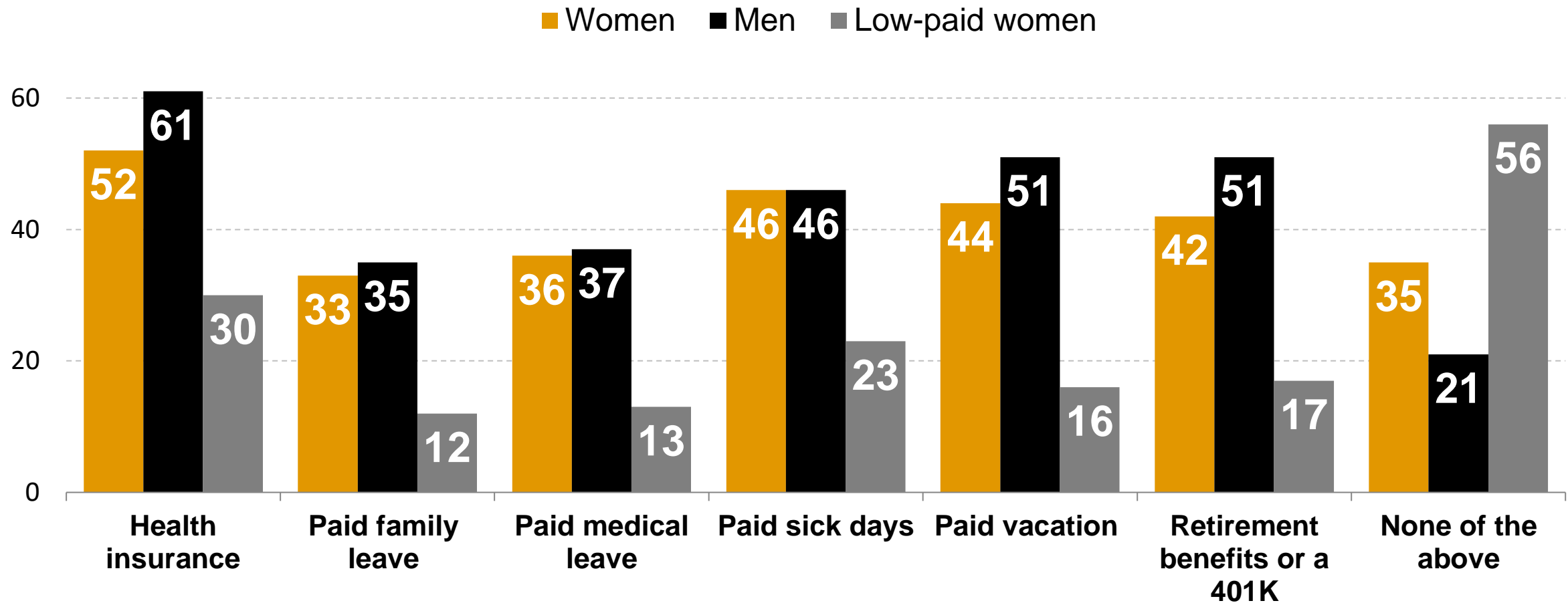
[IF LOST/QUIT/REENTERED/CHANGED JOB] Thinking about your new job or employment status compared to your previous one, do you find it to be much better, somewhat better, somewhat worse, much worse, or about the same.

37% of women changed job status or job during pandemic



Women less likely than men to receive benefits from their job

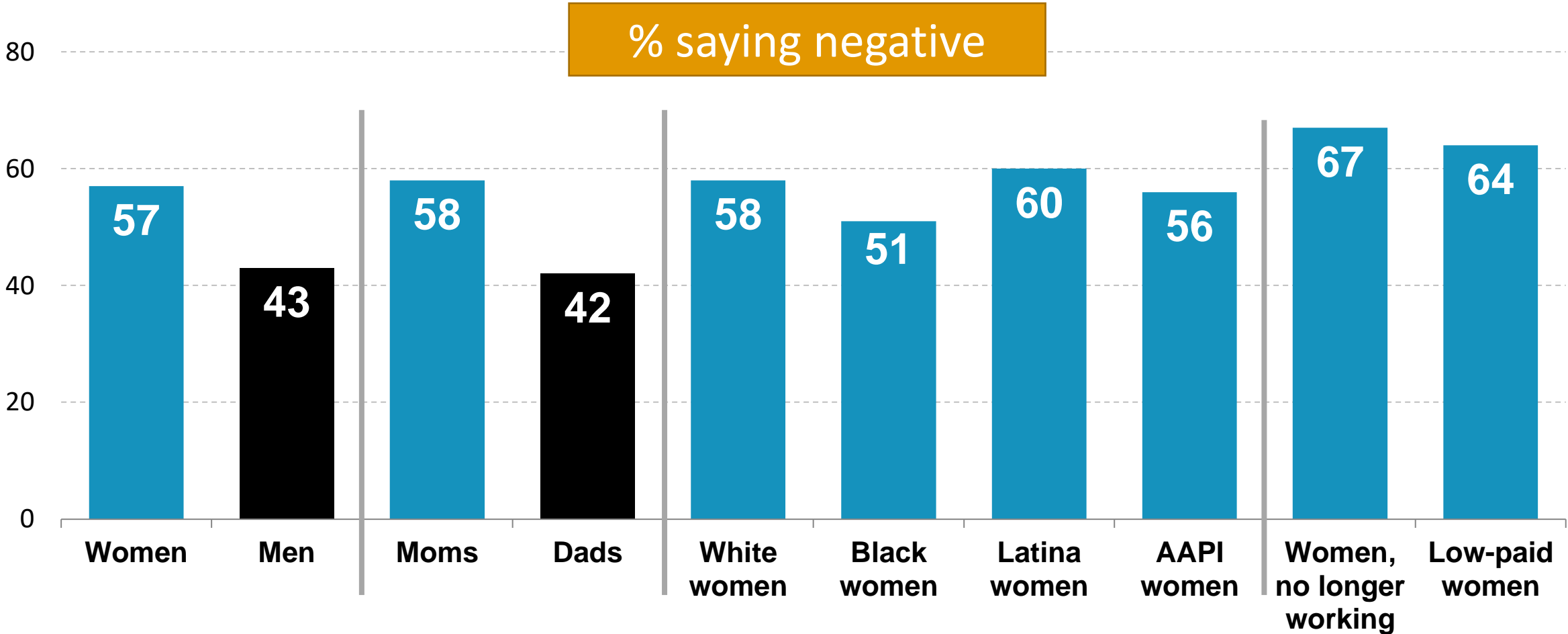
(IF EMPLOYED FULL-TIME OR PART-TIME) Which of the following benefits do you receive through your current or most recent employment, if any?



Negative Effects on Mental Health and Financial Security

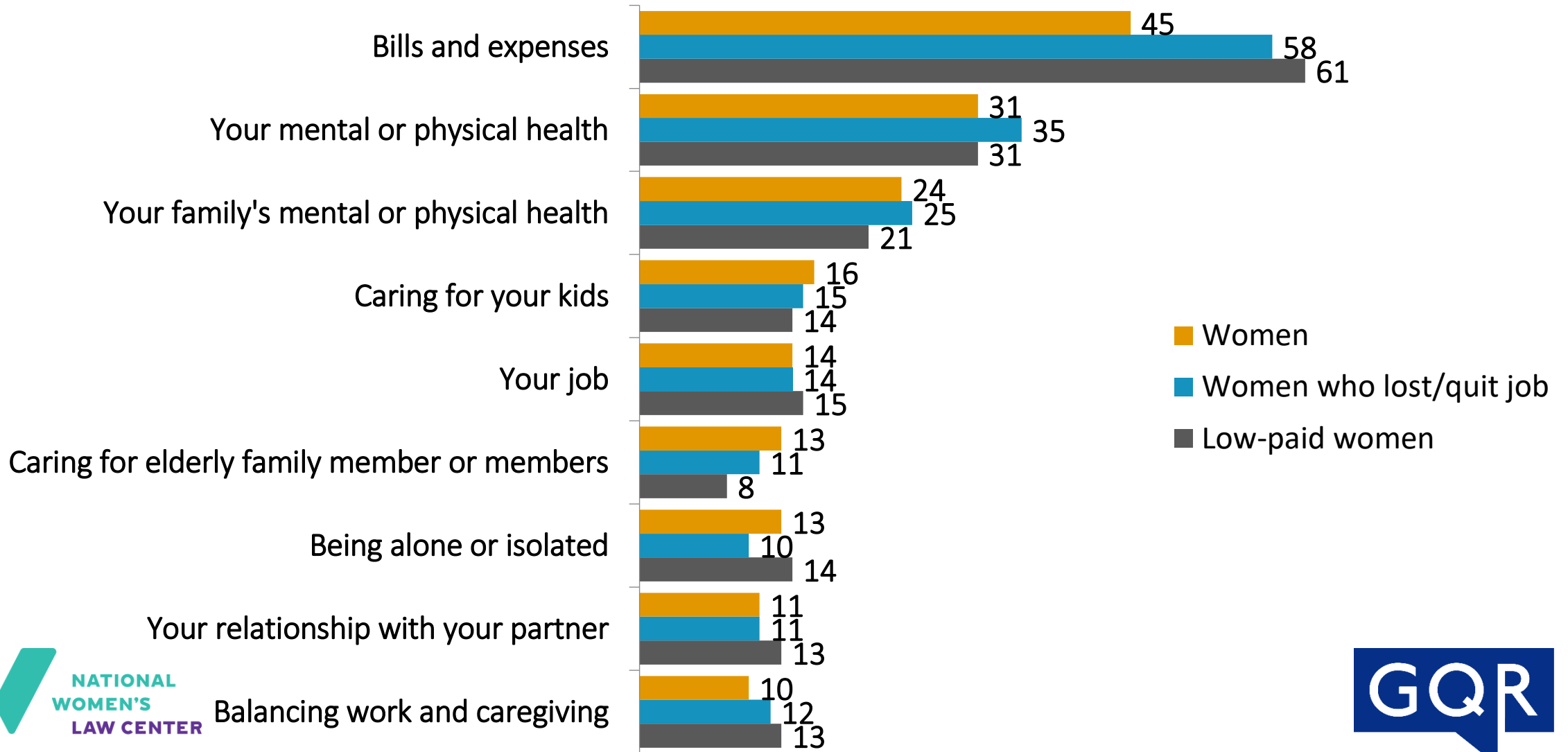
Mental health worsens most for women who lost jobs, are low paid

Would you say that the COVID-19 pandemic had a positive, a negative or no impact on your mental health, such as depression, anxiety, or sleep difficulties?



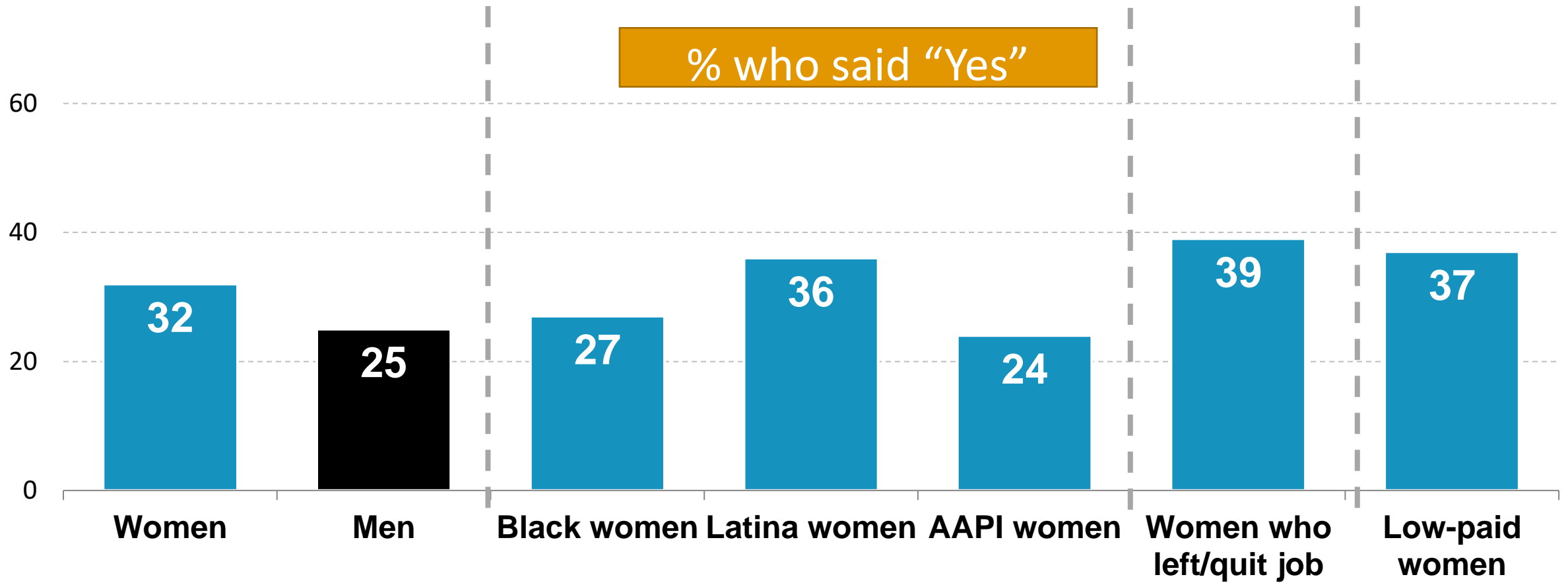
Expenses and health are biggest stressors

Which two of the following causes the most stress in your life?



Women also more likely to say they sought professional help

(IF NEGATIVE IN MENTHEAL) During the pandemic have you received treatment from a mental health professional, such as therapy or medication, for issues related to mental health?

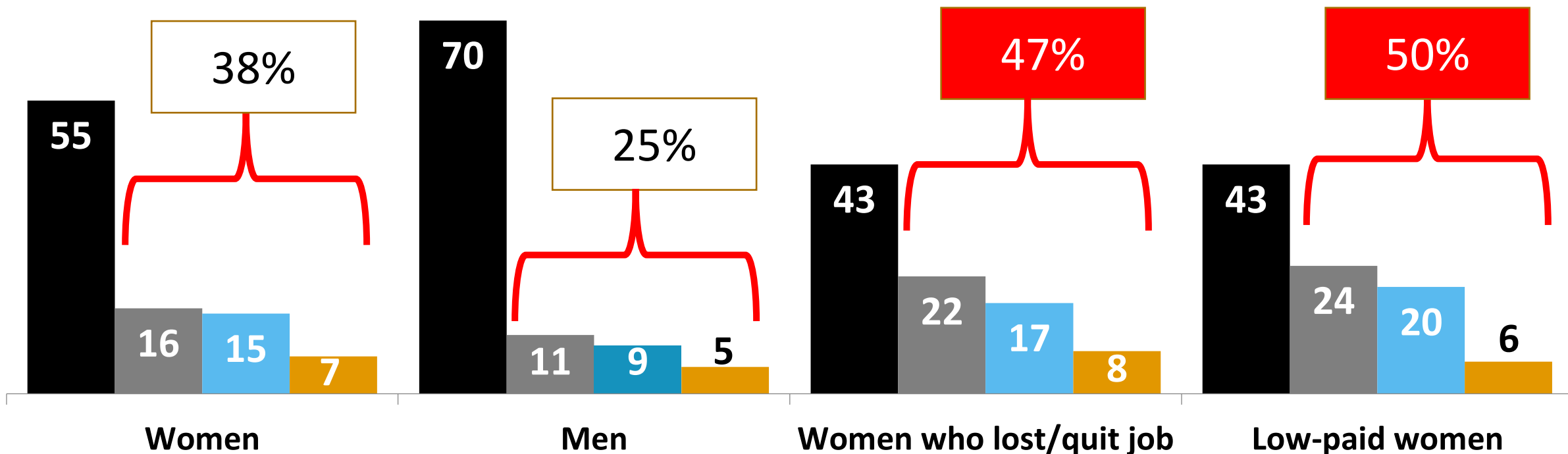


About half of low-paid women and women who left jobs face barriers for help on mental health

(IF MENTAL HEALTH WORSE, AND HAVE NOT RECEIVED TREATMENT) Which of these best describes why you did not receive treatment from a mental health professional for issues related to mental health?

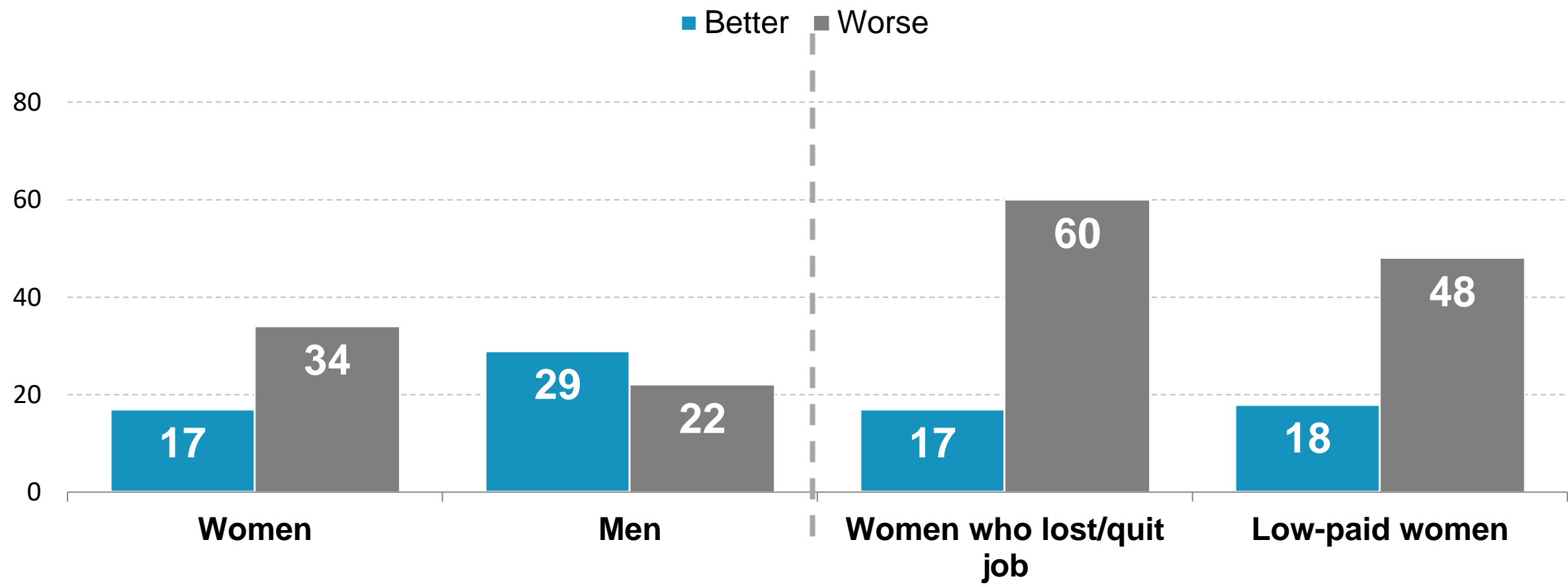
■ I can handle myself or do not need it
 ■ I did not have the time or energy

■ Not affordable
 ■ Too hard to find a provider



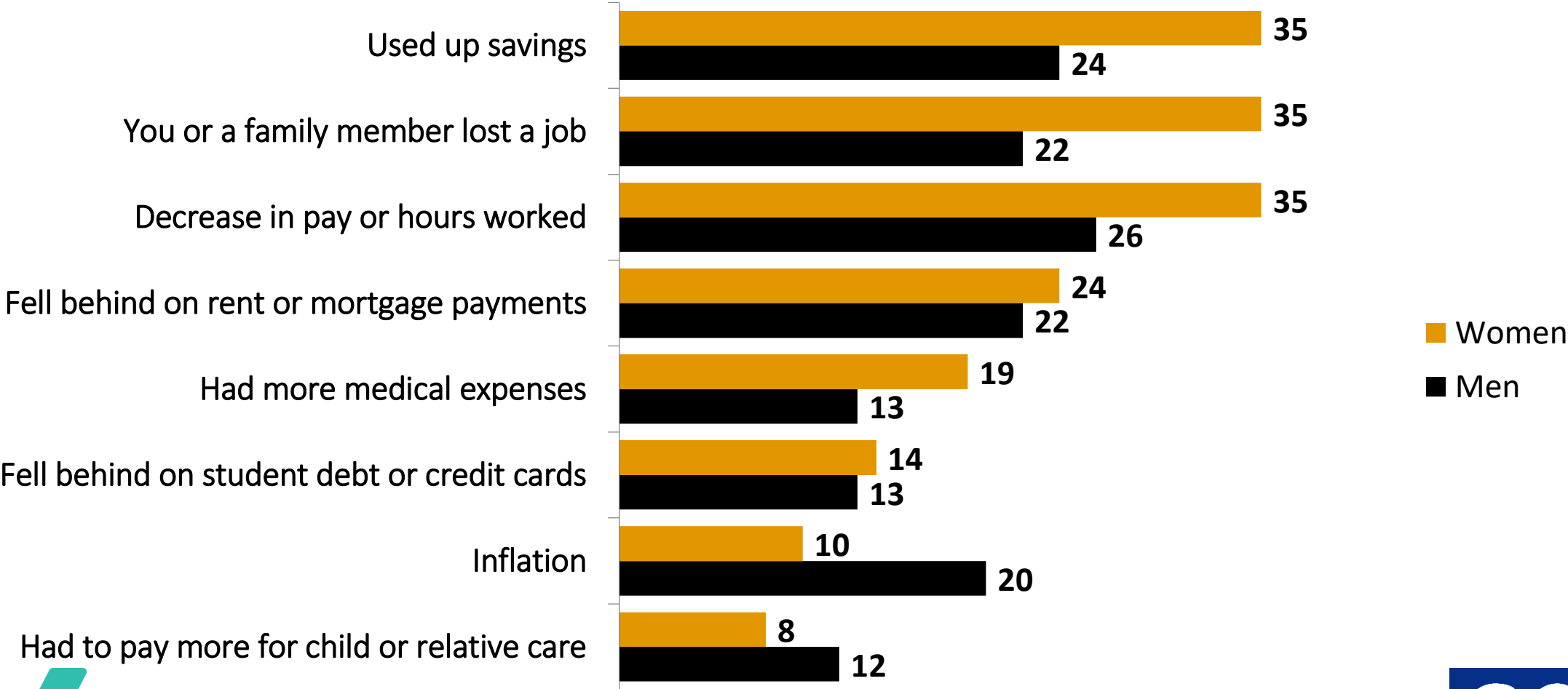
Women more likely to be worse off financially since pandemic

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



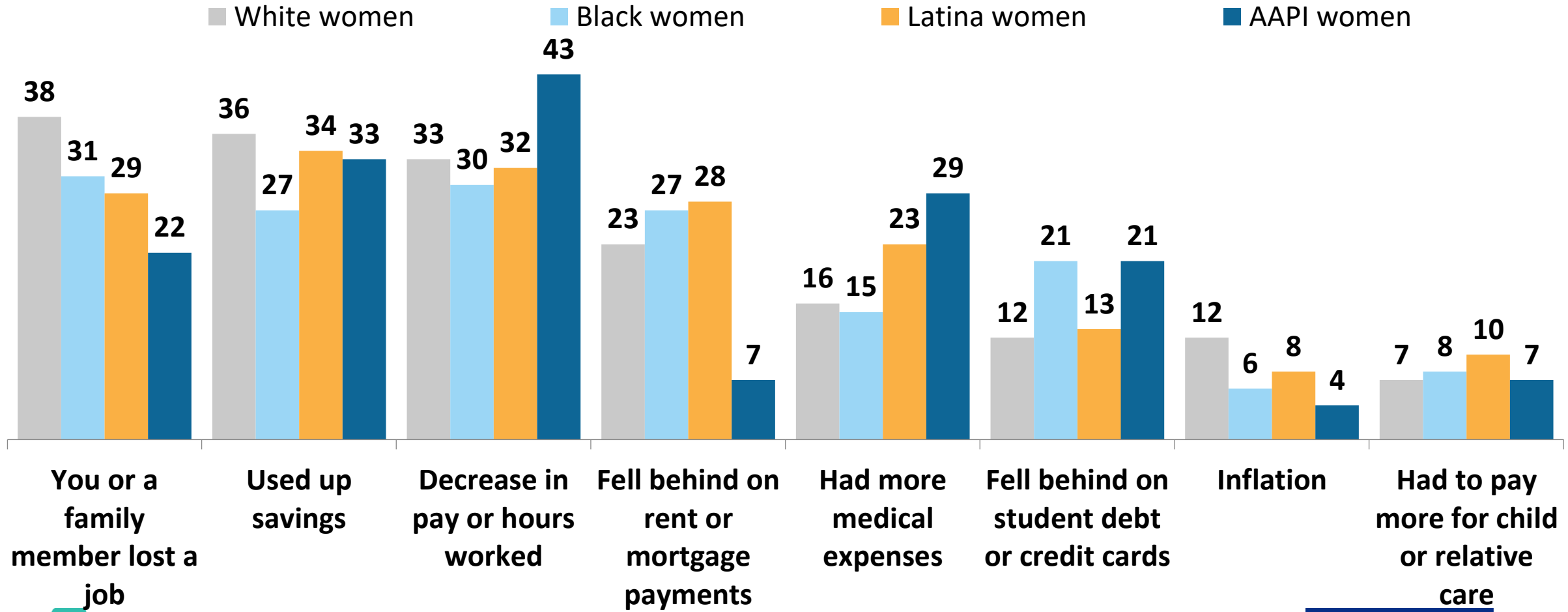
For those worse off, women more likely to have used up savings, experienced job loss, or reduced hours

(AMONG THOSE DOING WORSE) Which of the following explains why your family's financial situation is worse than it was before the pandemic.



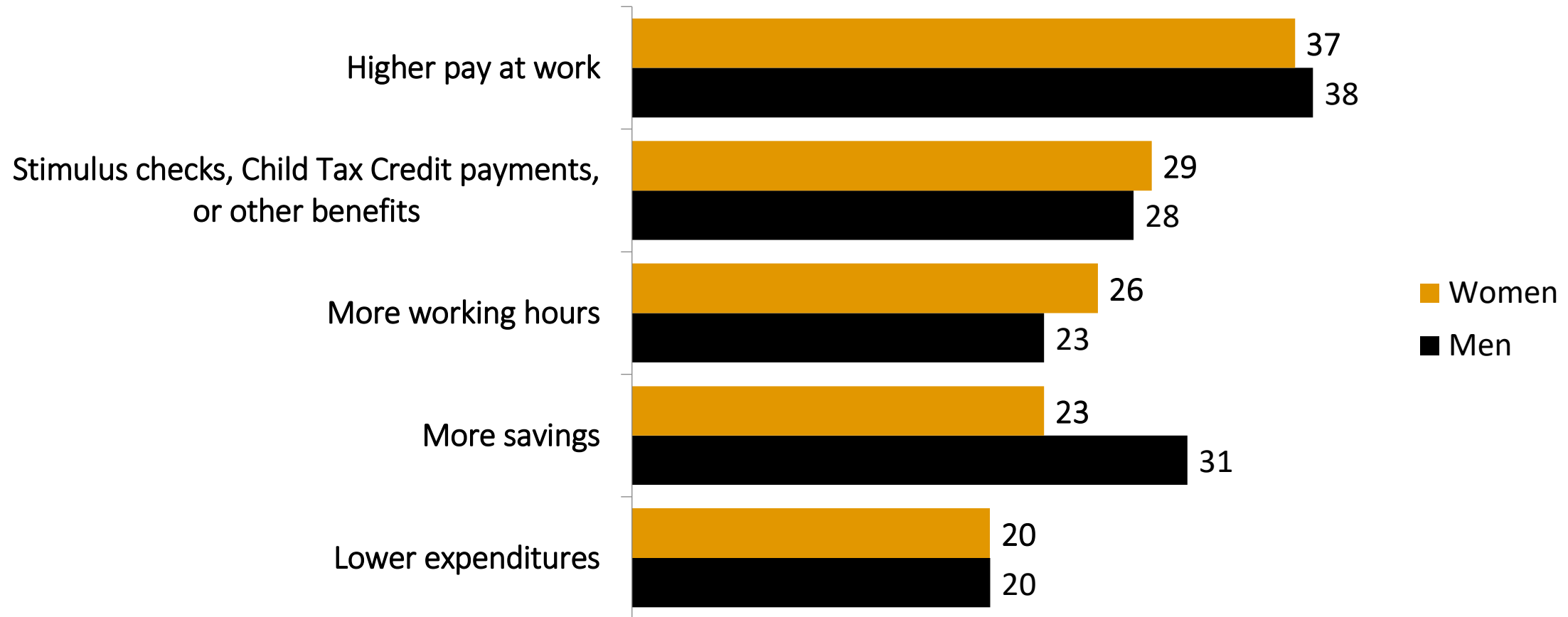
Differing reasons for being financially worse off

(AMONG THOSE DOING WORSE) Which of the following explains why your family's financial situation is worse than it was before the pandemic.



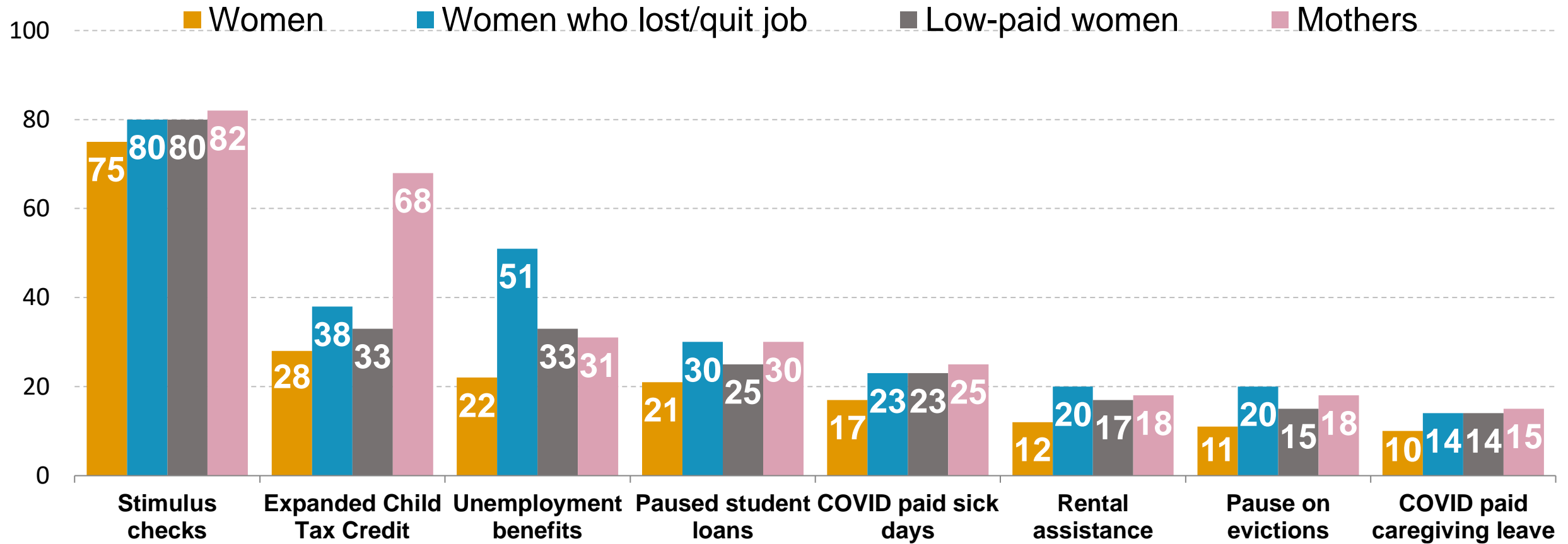
Higher pay for those better off; men able to save more

(AMONG THOSE DOING BETTER) Which of the following explains why your family's financial situation is better than it was before the pandemic?



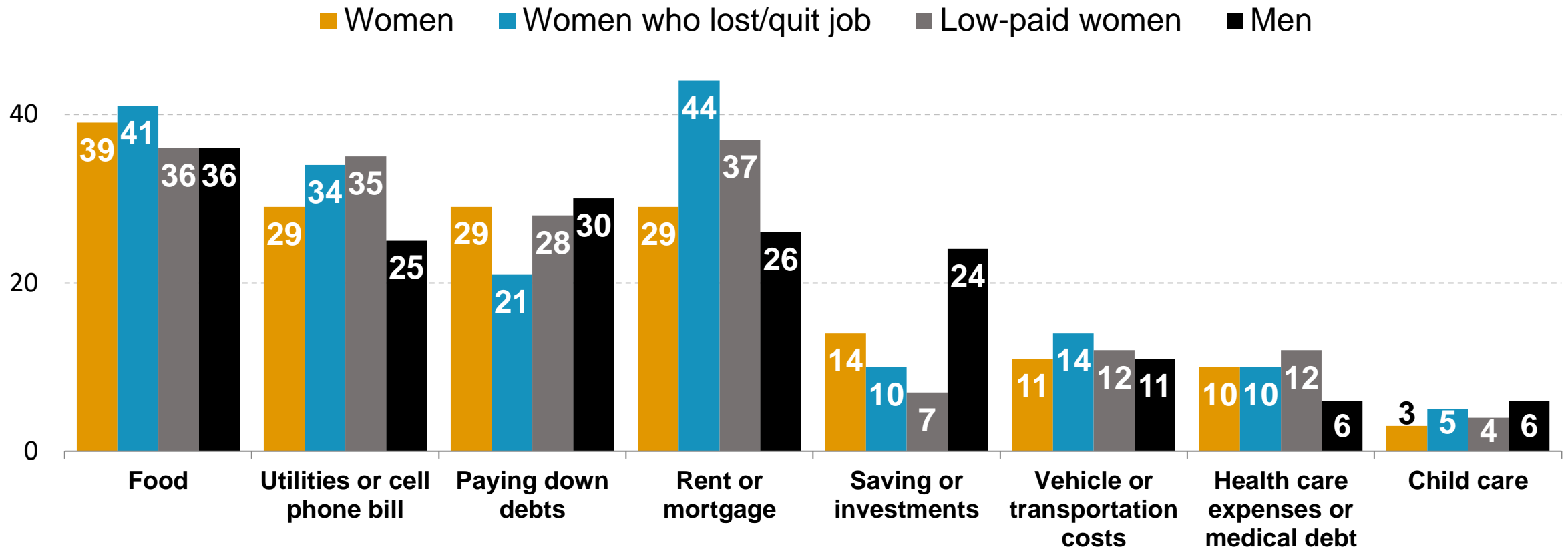
Benefits received during the pandemic

I am now going to read a list of government programs and policies that may have helped you during the COVID-19 pandemic. For each, please say if you have received that benefit? (% saying yes)



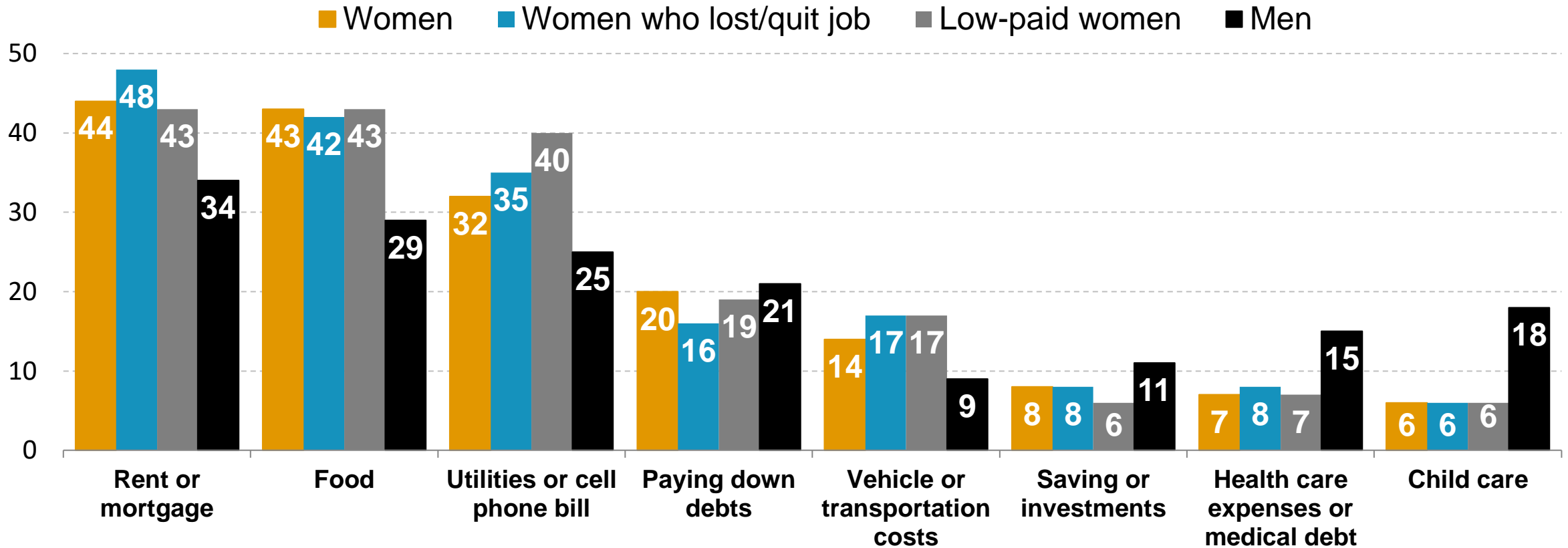
For low-paid/unemployed, stimulus more often went to food, utilities, and rent

(IF YES TO STIMULUS CHECKS) What did you and your household mostly spend your stimulus check or checks on? You may select up to two options.



Similar story for unemployment benefits

(IF YES TO UNEMPLOYMENT BENEFITS) What did you and your household mostly spend your extended employment benefits on? You may select up to two options.

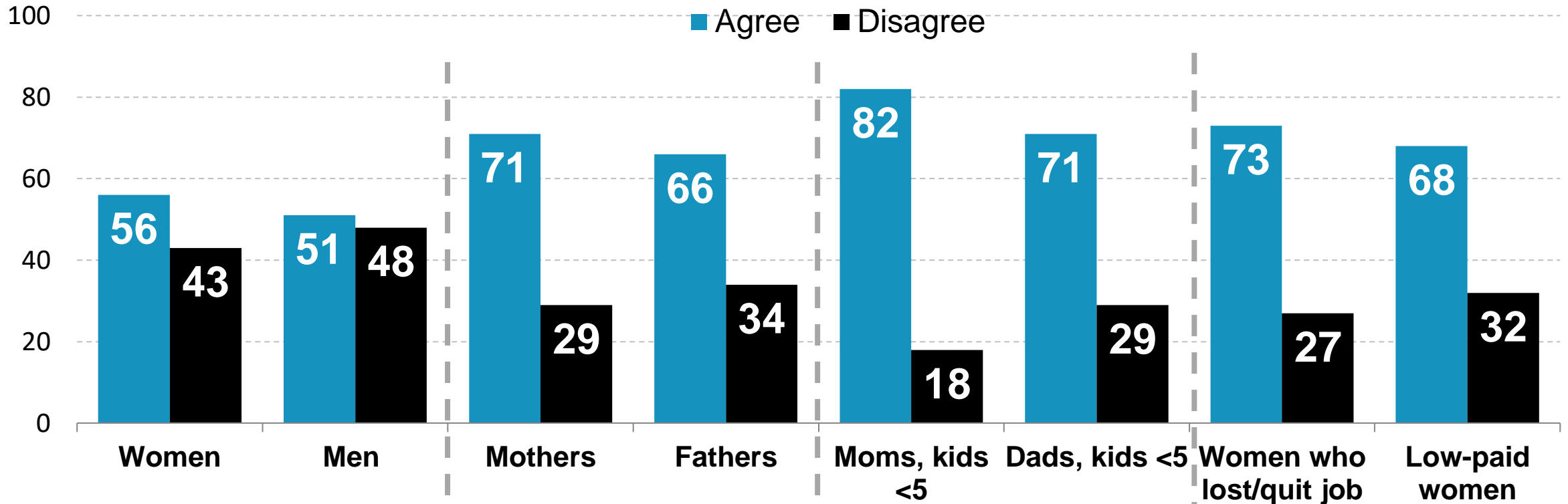


Barriers to Re-entering the Workforce

Most say they have taken on more responsibilities at home

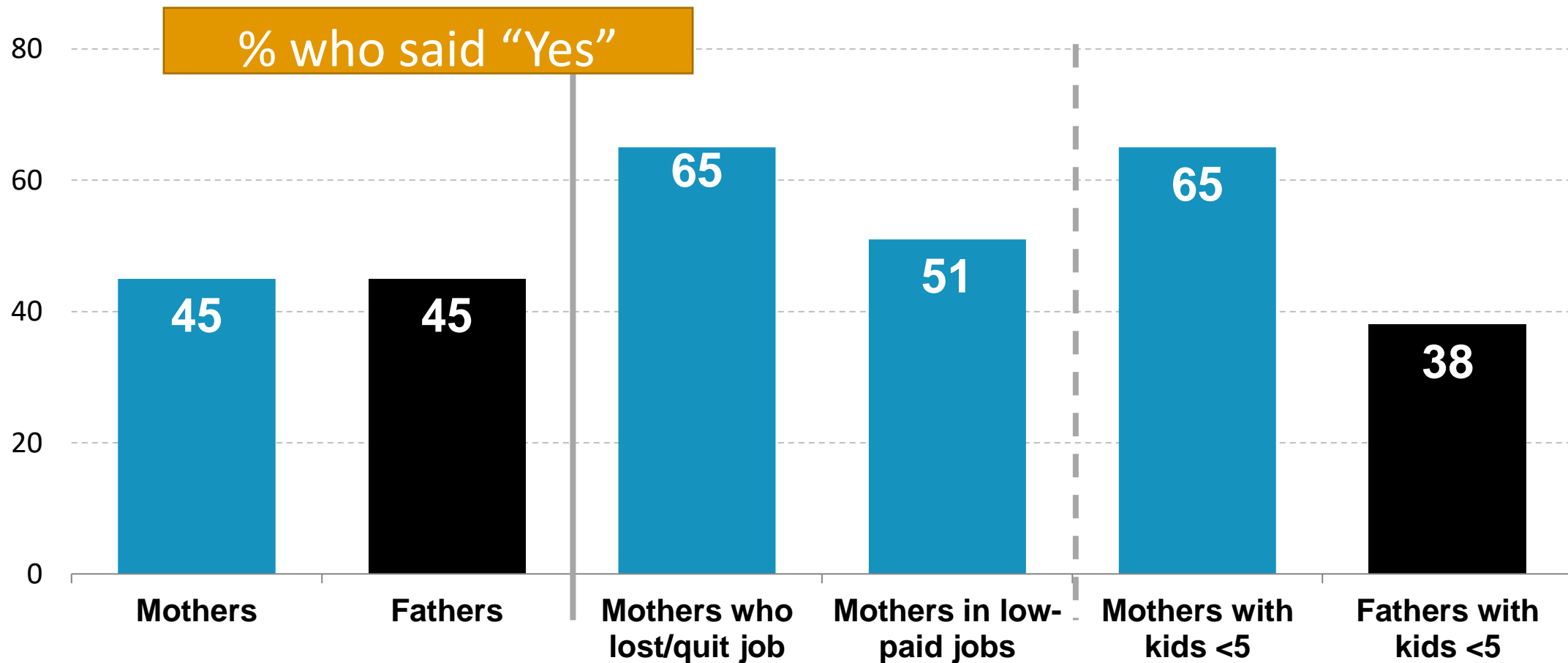
Now I am going to read you some statements. After I read the statement please tell me whether you agree or disagree with that statement.

I have had to take a lot more responsibility for household chores and care of family members during this pandemic.



Inability to work when children are home

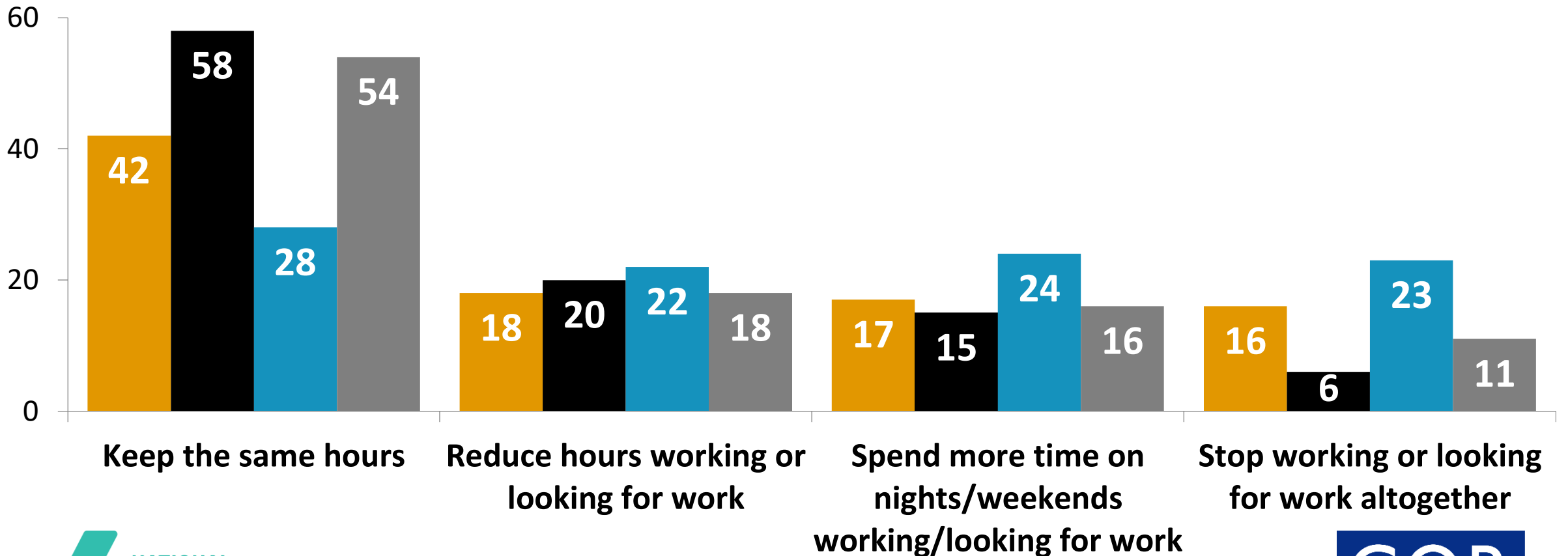
(IF HAVE KIDS 18 OR UNDER AT HOME) When your child or children are not at school in person or when you do not have child care, does it affect your ability to work or look for work?



Men more likely to keep the same hours when children are home

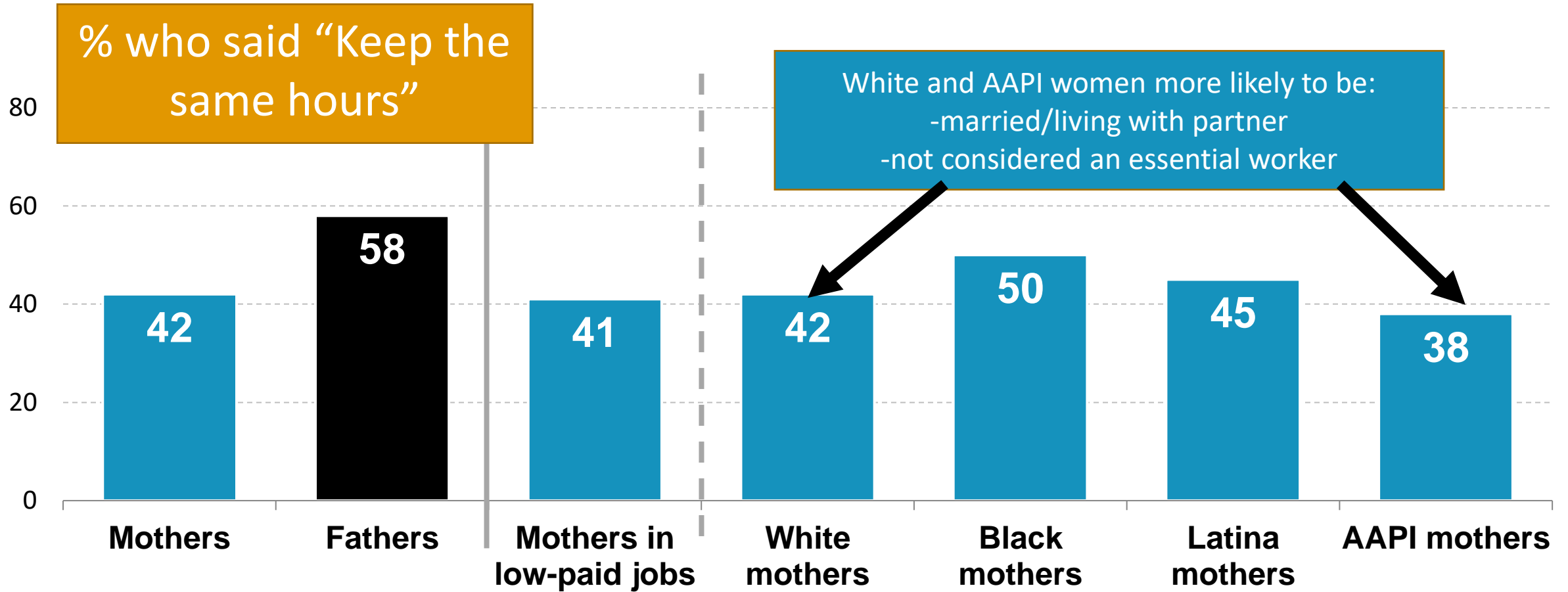
(IF HAVE KIDS 18 OR UNDER AT HOME) When your child or children are not at school in person or when you do not have child care, do you:

Mothers Fathers Mothers with kids under 5 Fathers with kids under 5



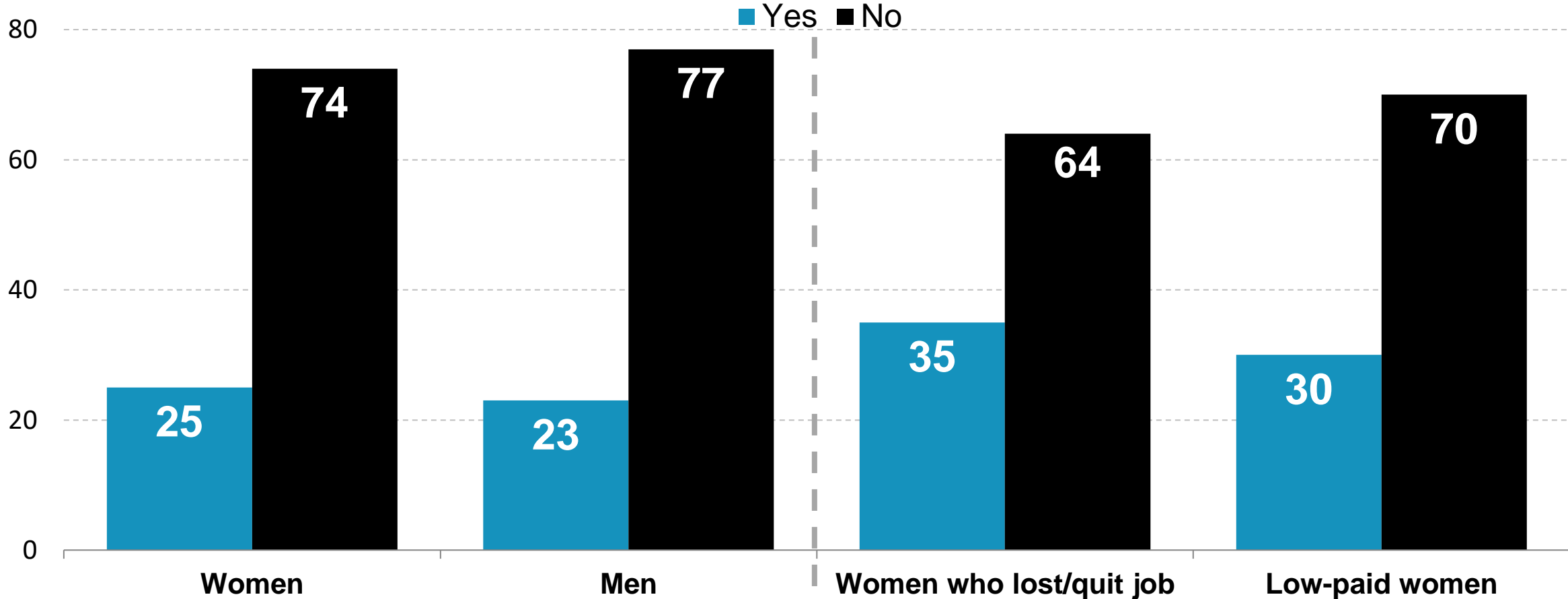
Women much less likely to keep same hours when kids are home

[IF HAVE KIDS UNDER 18 AT HOME] When your child or children are not at school in person or when you do not have child care, do you:



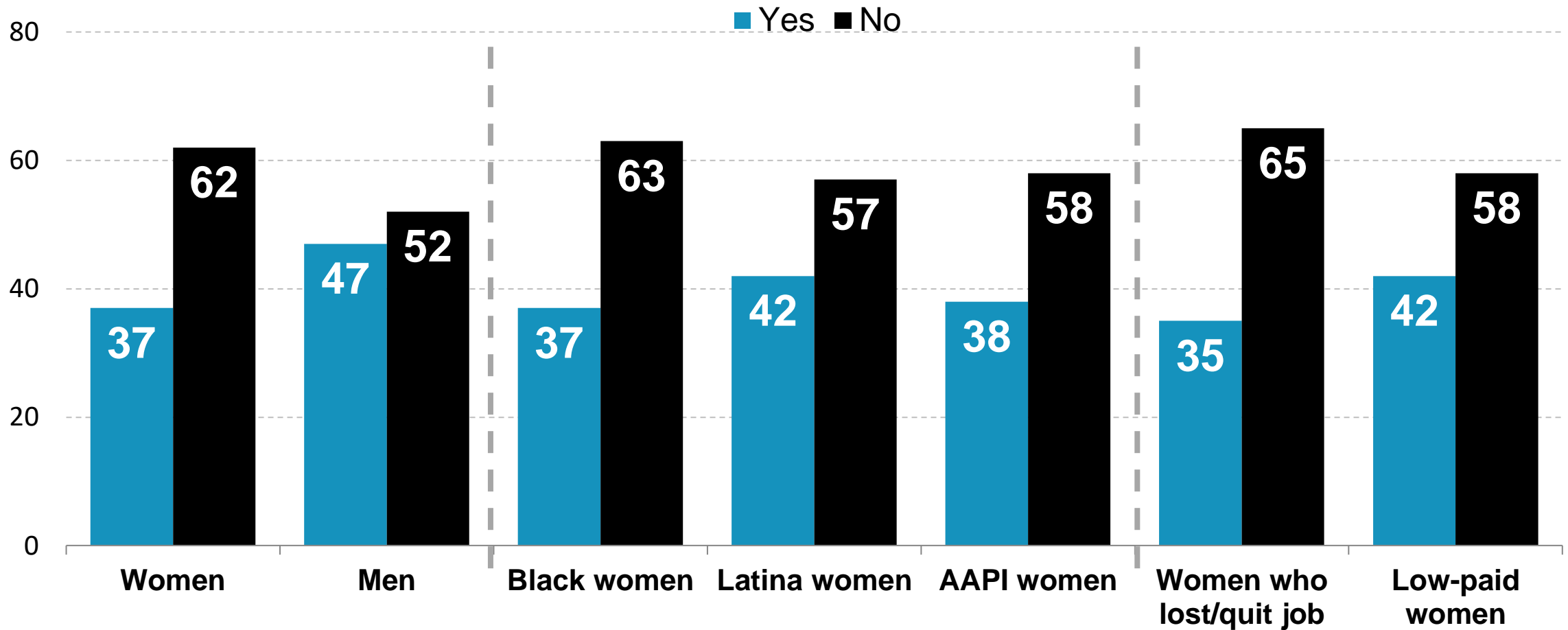
A quarter provide caregiving assistance for ill, disabled, elderly

Are you currently providing ongoing living or caregiving assistance to a family member who is ill, disabled, or elderly?



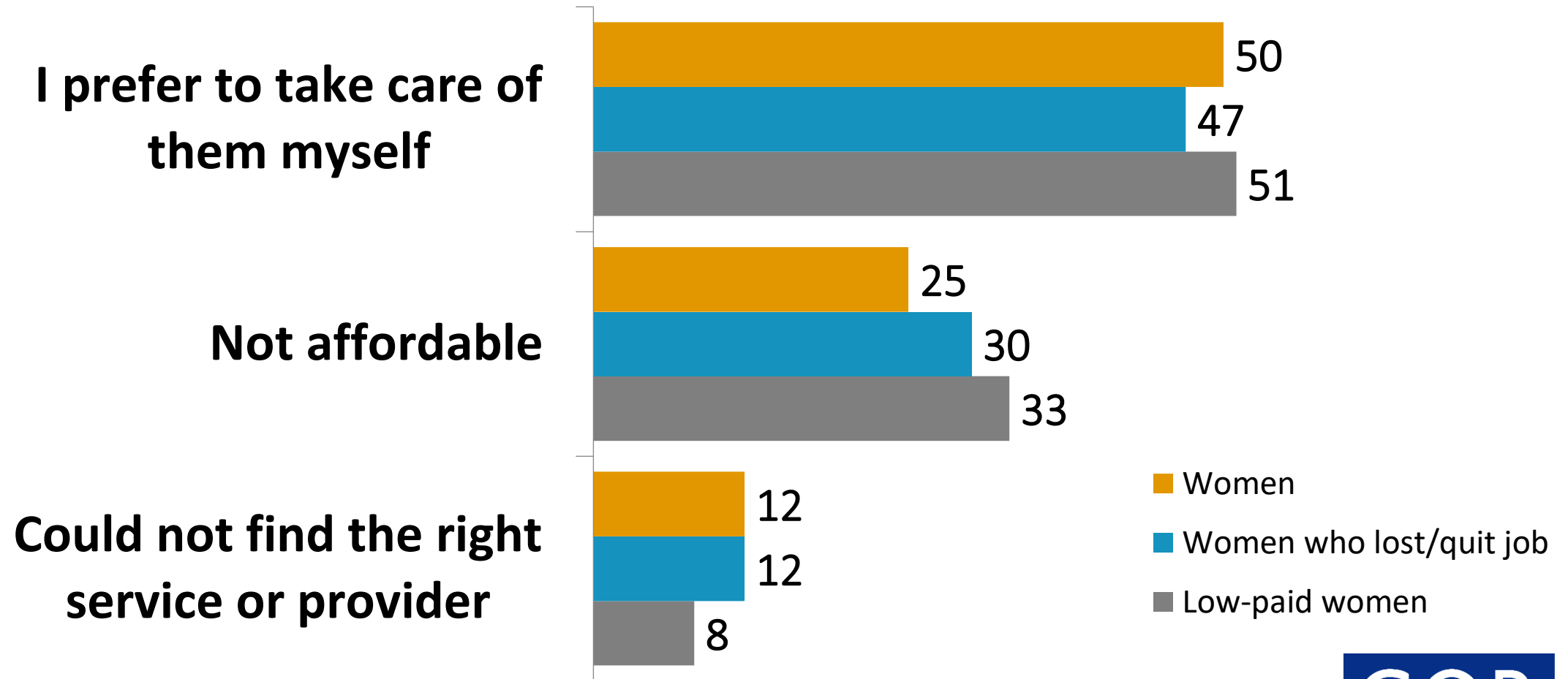
Most are not using professional caregiving assistance

(IF YES) Have you used professional home or community-based services to help with caregiving for an ill, elderly, or disabled family member?



1 in 4 women not getting help due to high costs

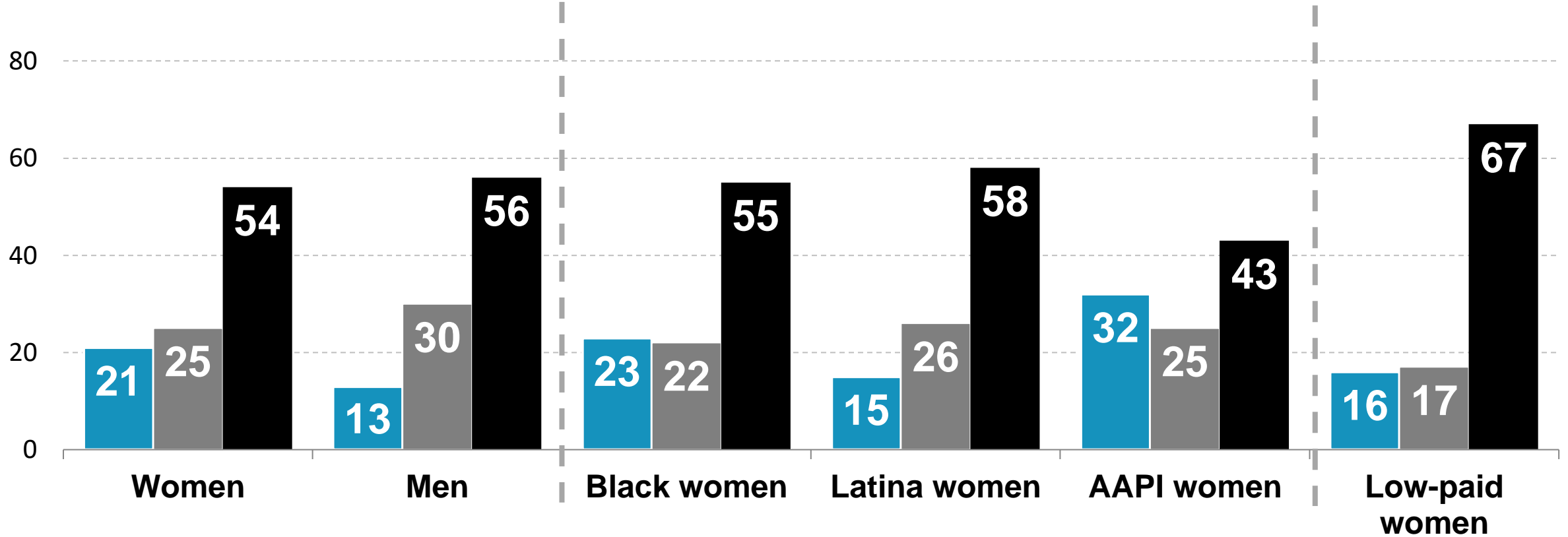
(IF NO) Which of these best describes why you did not use professional home or community based services to help with caregiving?



Latinas and low-paid women most likely to be working in person

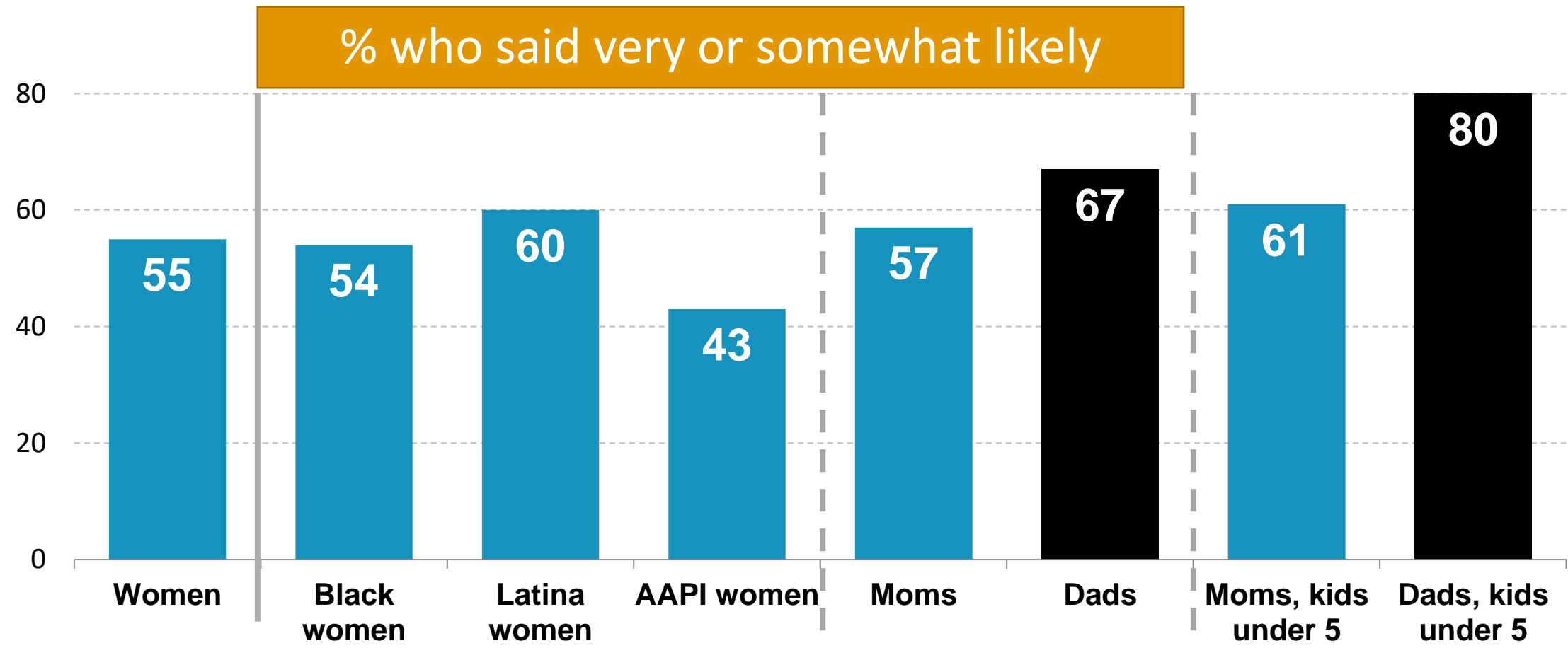
(IF EMPLOYED FULL-TIME OR PART-TIME IN EMPLOY22) Are you currently:

■ From home only ■ Hybrid ■ In person only



Dads more likely than moms to have accommodating employer

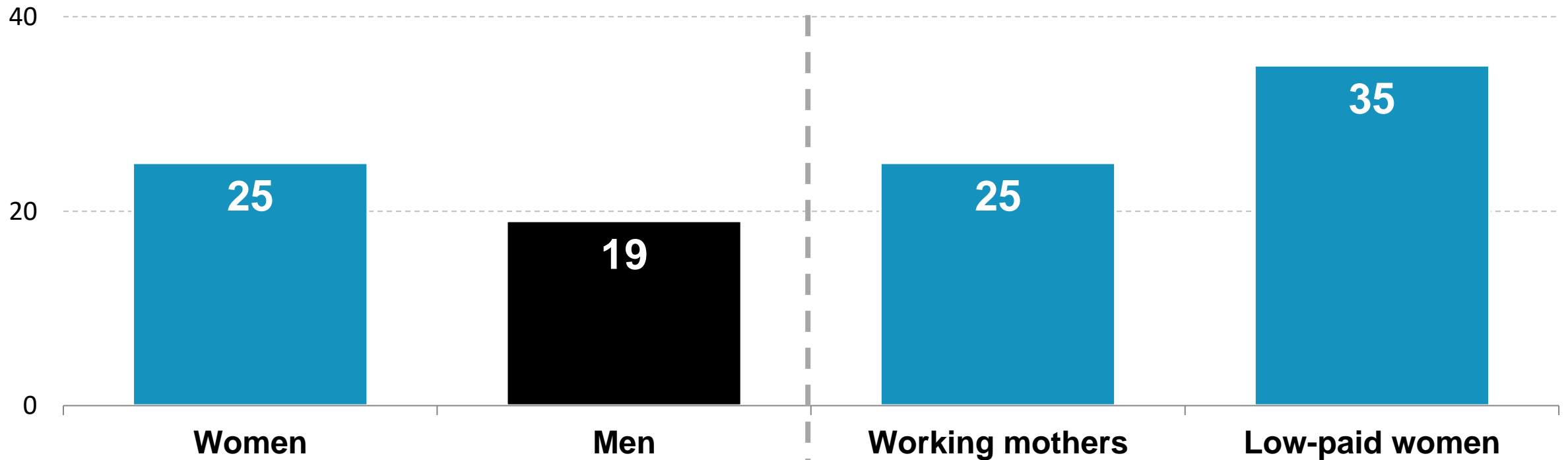
(IF YES IN KIDS OR CAREGIVE) How likely is it that your employer will allow you to change your work schedule to accommodate your caregiving needs?



Low-paid workers more likely to get 2 weeks or less notice of work schedule

(IF EMPLOYED FULL-TIME OR PART-TIME IN EMPLOY20 OR EMPLOY22) In your current or most recent job, how many weeks in advance does your employer usually tell you what your work schedule will be? If your schedule is always the same or you set your own hours, please say so.

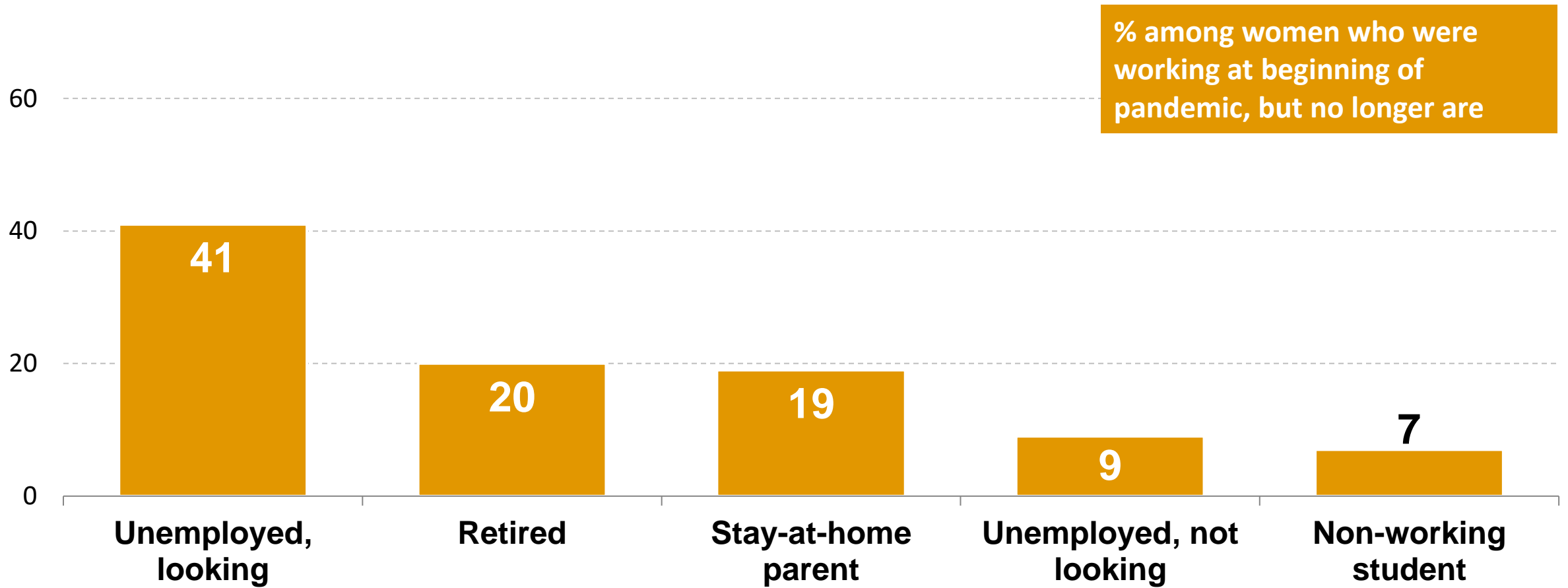
% who said 2 weeks or less notice



Getting Back to, and Thriving at, Work

More than 4 in 10 of those who left workforce are looking

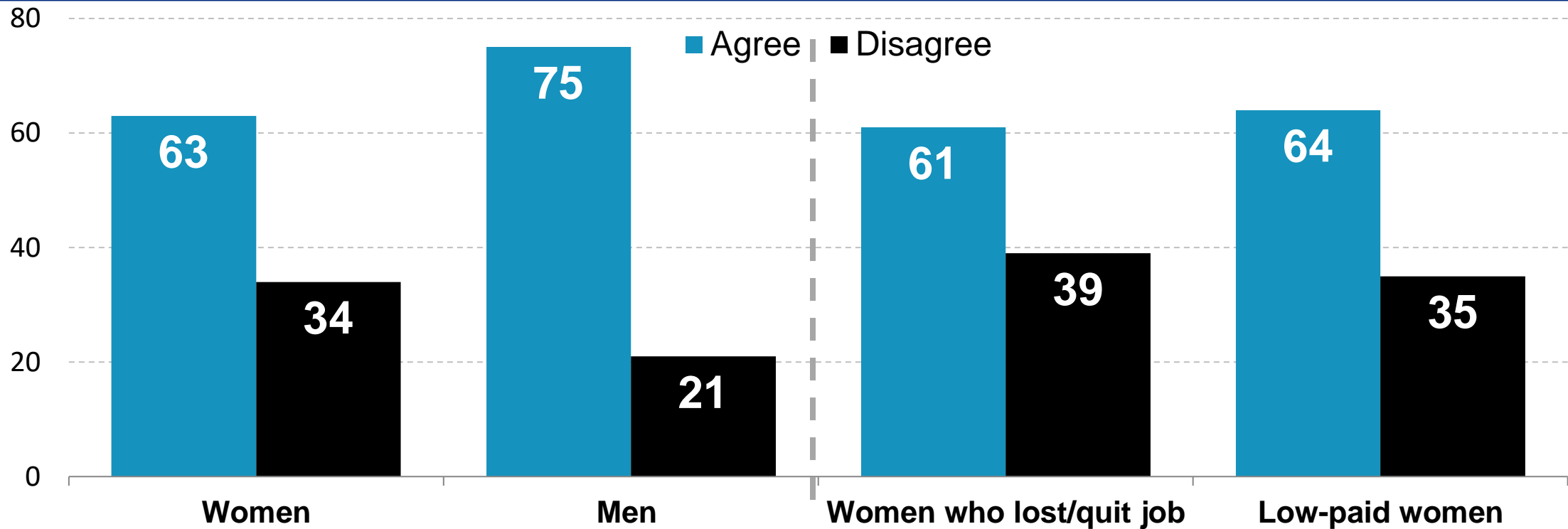
In terms of your current job status, are you:



Women less likely than men to say there are good job opportunities

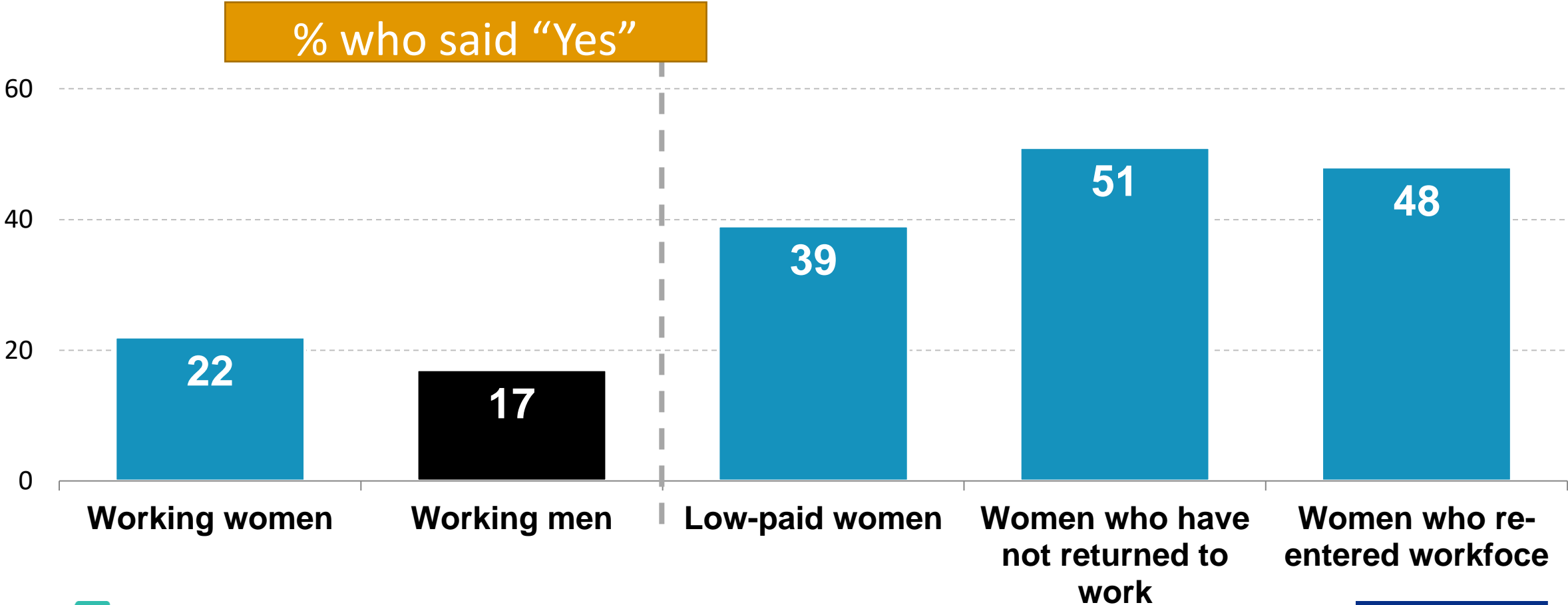
Now I am going to read you some statements. After I read the statement please tell me whether you agree or disagree with that statement.

I think there are good job opportunities available right now for someone like me.



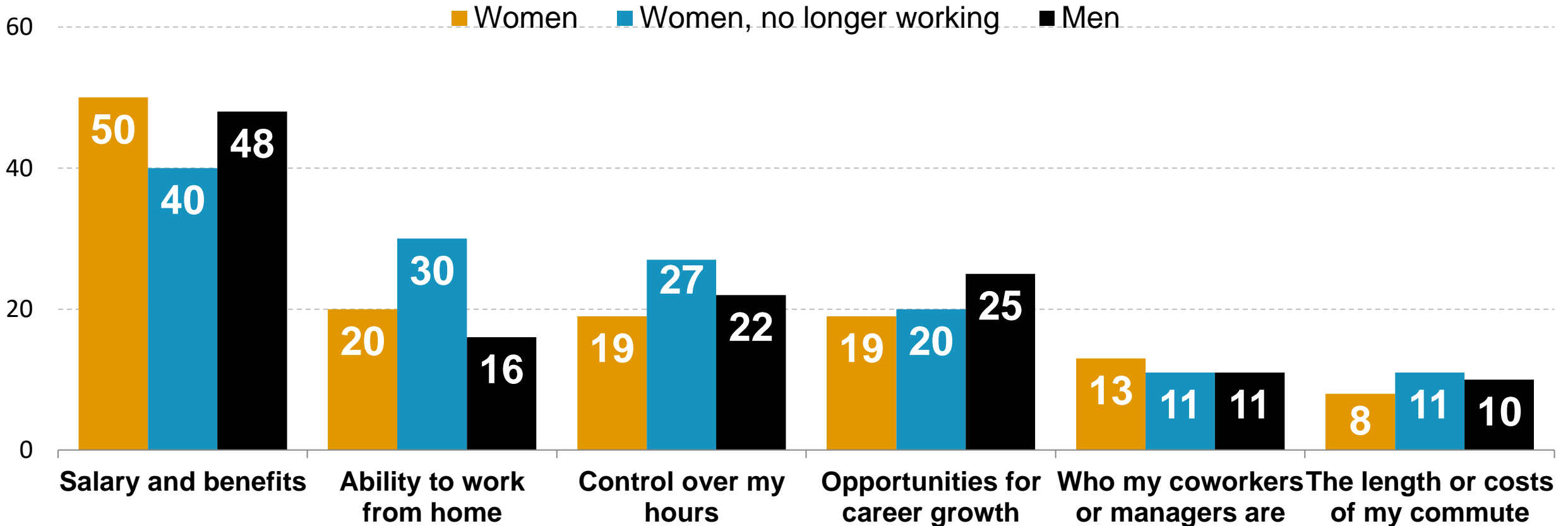
Low-paid women and women who left jobs looking for new employment

Do you plan on changing jobs or finding new employment within the next 6 months?



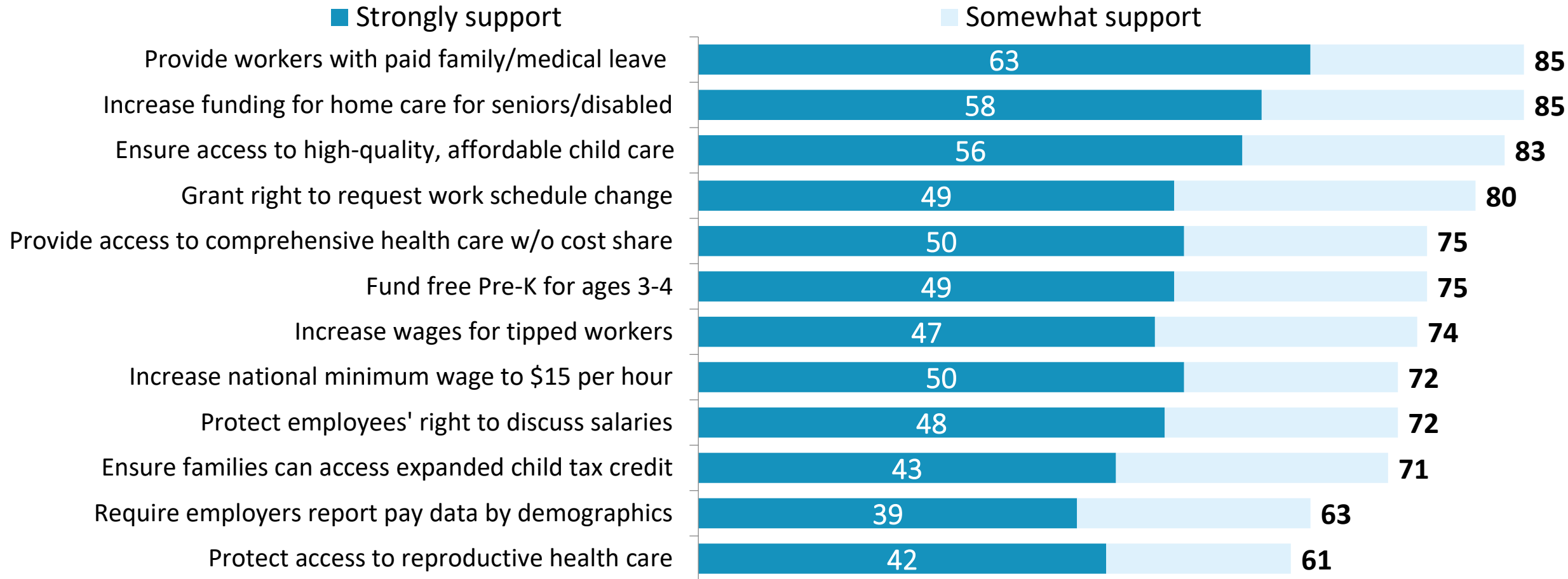
Women who are no longer working are looking for salary and benefits, control over hours, and ability to work from home

Which of the following is MOST important to you in a job?



Most popular policies support women's ability to work

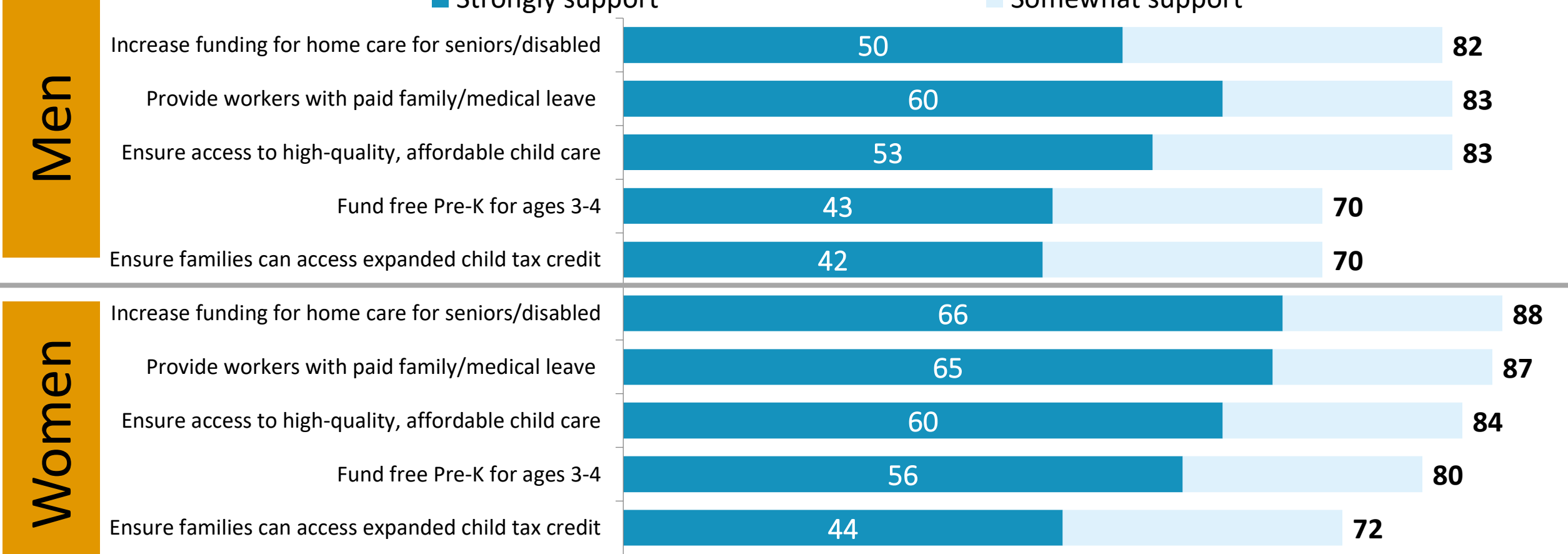
Here are some policies that Congress is considering. For each one, please indicate if you support or oppose that policy.



Strong support from women for care infrastructure proposals

Here are some policies that Congress is considering. For each one, please indicate if you support or oppose that policy.

■ Strongly support ■ Somewhat support





GQRR



Thank you

Canada

350-1 1st Canadian Place
Toronto Board of Trade Tower
Toronto, ON M5X 1C1

+1 647 526 6754

World Headquarters

1101 15th Street NW.
Suite 900
Washington, DC 20005

+1 202 478 8300

United Kingdom

2 Eastbourne Terrace
London W2 6LG, UK

+44 20 3740 9029