

# Women Gain 83% of Jobs While 170,000 Women Leave Labor Force in June

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The most recent Bureau of Labor Statistics (BLS) data showed 372,000 jobs were added to the economy in June, 308,000 (82.8%) of which were women's jobs.<sup>1</sup> This marks 18 consecutive months of job growth for women but still leaves women down a net 395,000 jobs since February 2020. Women's jobs make up 75.4% of the 524,000 net jobs lost in the pandemic.<sup>2</sup>

170,000 women ages 20 and over left the labor force last month, meaning they are now neither working nor looking for work. Women's labor force participation rate is now 58.1%. This is more than one percentage point below women's pre-pandemic rate of 59.3%, with 826,000 fewer women in the labor force in June 2022 than in February 2020. While 209,000 men ages 20 and over also left the labor force last month, women still make up all net labor force leavers since February 2020.<sup>3</sup>

## Women gained 308,000 jobs last month but are still short 395,000 jobs since February 2020.

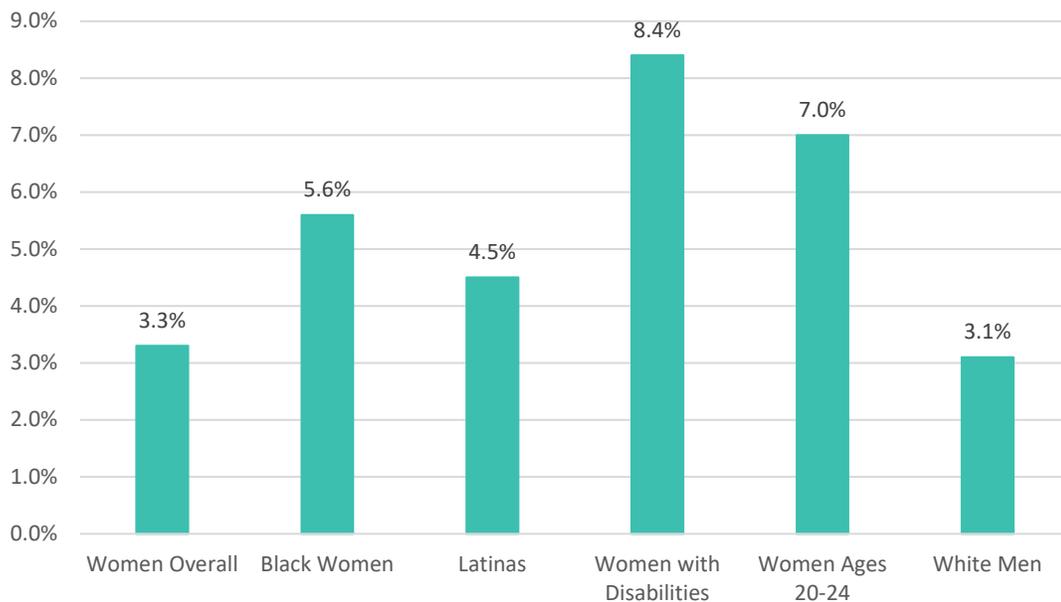
- Since February 2020, the economy has experienced a net loss of nearly 524,000 jobs; women account for 75.4% of those losses.
- The leisure and hospitality sector gained 67,000 jobs in June 2022. Women gained 56,000 jobs in this sector, or 83.6% of the jobs added<sup>4</sup>—but while leisure and hospitality jobs have been a key driver of the recovery for women, many of these jobs have low wages, unpredictable hours, and minimal benefits.<sup>5</sup> Women make up 53.2% of the leisure and hospitality workforce.
- The retail trade sector gained 15,400 jobs in June 2022. Women gained 31,000 jobs, while men lost 15,600. Women make up 49.0% of the retail trade workforce.
- The government sector lost 9,000 jobs in June 2022. Women gained 22,000 jobs while men lost 31,000. Women make up 58.2% of the government workforce.
- The education and health services sector gained 96,000 jobs in June 2022. Women gained 109,000 jobs, while men lost 13,000. Women make up 77.0% of the education and health services workforce.

- The child care sector gained 10,600 jobs last month. A net 101,500 child care jobs have been lost since February 2020. The child care sector is still missing nearly 1 in 10 jobs (9.6%) since the start of the crisis<sup>6</sup> —and ongoing staffing shortages 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. Women make up 93.2% of the child care workforce.<sup>7</sup>

## The overall unemployment rates masks higher rates for Black women, disabled women, and other groups.

- The unemployment rate for women ages 20 and over decreased from 3.4% in May to 3.3% in June 2022. The unemployment rate for men ages 20 and over also decreased from 3.4% in May to 3.3% in June 2022.<sup>8</sup>
- The unemployment rate for Black women ages 20 and over was 5.6% in June 2022, down from 5.9% in May. The unemployment rate for Black men ages 20 and over decreased from 5.7% in May to 5.3% in June 2022.<sup>9</sup>
- The unemployment rate for Latinas ages 20 and over was 4.5% in June 2022, down from 4.7% in May.<sup>10</sup>
- The unemployment rate for Asian women ages 20 and over was 2.9% in June 2022, up from 2.5% in May.<sup>11</sup>
- The unemployment rate for women with disabilities ages 16-64 was 8.4% in June 2022, up from 7.5% in May.<sup>12</sup>
- The unemployment rate for young women ages 20-24 was 7.0% in June 2022, up from 6.6% in May. The unemployment rate for Black women ages 20-24 decreased from 11.6% in May to 8.7% in June 2022,<sup>13</sup> and the rate for Latinas ages 20-24 increased from 7.6% in May to 9.1% in June 2022.<sup>14</sup>
- By comparison, the unemployment rate for white men ages 20 and over was 3.1% in June 2022, unchanged from May.<sup>15</sup>

### Unemployment Rates for Selected Demographics, June 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.

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

In June 2022, more than 1 in 5 unemployed women ages 20 and over (20.4%) had been out of work for six months or longer. Among unemployed women ages 16 and over, 17.7% had been out of work for six months or longer, including 24.9% of Black women, 18.3% of unemployed Asian women, and 16.2% of unemployed Latinas.<sup>16</sup> Additionally, in June 2022, over 1 in 8 unemployed women ages 16 and over (12.8%) had been out of work for a year or longer.<sup>17</sup>

## Many women working part-time are doing so involuntarily.

Over 18.6 million women ages 16 and over were working part time in June. More than 1 in 10 (10.1%) were doing so for economic reasons, such as slack business conditions, meaning they wanted to be working more hours but were unable to do so. This includes 16.3% of Latinas ages 16 and over working part time, 13.8% of Black women ages 16 and over working part time, and 10.2% of Asian women ages 16 and over working part time.<sup>18</sup> In addition, many women work part time for reasons that BLS considers “voluntary” but may in fact reflect inadequate access to child care or other supports for working caregivers.<sup>19</sup> Women, especially those with caregiving responsibilities, disproportionately shifted from full-time to part-time work during the pandemic.<sup>20</sup>

## Since February 2020, 826,000 women have left the labor force. If they were counted among the unemployed last month, women’s unemployment rate would have been 4.4%.

Reported unemployment rates do not capture people who have left the labor force entirely and are no longer looking for work. If the 826,000 women ages 20 and over who have left the labor force since February 2020 were counted as unemployed in June 2022, women’s unemployment rate would have been 4.4% in June 2022 instead of the reported 3.3%.<sup>21</sup>

1. NWLC calculations using BLS, Table B-1 in June 2022 Employment Situation Summary and BLS, "Employment of Women on Nonfarm Payrolls by Industry Sector, Seasonally Adjusted," Table B-5 in June 2022 Employment Situation Summary (Washington, DC: July 8, 2022), <https://www.bls.gov/news.release/empst.t21.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cesbtabs5.htm>.
2. NWLC calculations using BLS, Table B-1 and Table B-5 in June 2022 Employment Situation Summary.
3. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in June 2022 Employment Situation Summary (Washington, DC: July 8, 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. Throughout this factsheet, changes since the start of the COVID-19 pandemic are measured using February 2020 as a reference point. 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.
4. NWLC calculations using BLS, Table B-1 in June 2022 Employment Situation Summary and BLS, Table B-5 in June 2022 Employment Situation Summary. Figures are seasonally adjusted.
5. More information on women's job quality during COVID-19 economic recovery can be found at Brooke LePage, "Women's Jobs Are Being Added Back to the Economy—But Many Need Improving" (National Women's Law Center, May, 2022), <https://nwlc.org/resource/womens-jobs-are-being-added-back-to-the-economy-but-many-need-improving/>.
6. NWLC calculations using BLS, Table B-1 in June 2022 Employment Situation Summary and BLS, Table B-5 in June 2022 Employment Situation Summary. Figures are seasonally adjusted.
7. NWLC calculations using BLS, Table B-1 in June 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. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in June 2022 Employment Situation Summary. Figures are seasonally adjusted and capture women and men ages 20 and over.
9. BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in June 2022 Employment Situation Summary (Washington, DC: July 8, 2022). Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab2.htm>. Figures are seasonally adjusted.
10. BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in June 2022 Employment Situation Summary. (Washington, DC: July 8, 2022), <https://www.bls.gov/news.release/empst.t03.htm>. Figures are seasonally adjusted.
11. NWLC calculations using BLS, "(Unadj) Unemployment Rate – Asian, Women," Labor Force Statistics from the Current Population Survey, <https://beta.bls.gov/dataViewer/view/timeseries/LNU04032342>. Figures are not seasonally adjusted.
12. BLS, "Employment Status of the Civilian Population by Sex, Age, and Disability Status, Not Seasonally Adjusted," Table A-6 in June 2022 Employment Situation Summary (Washington, DC: July 8, 2022), <https://www.bls.gov/news.release/empst.t06.htm>.
13. 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 (Washington, DC: July 8, 2022), <https://www.bls.gov/web/empst/cpseea13.htm>. Figures are not seasonally adjusted.
14. 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 (Washington, DC: July 8, 2022), <https://www.bls.gov/web/empst/cpseea14.htm>. Figures are not seasonally adjusted.
15. BLS, Table A-2 in June 2022 Employment Situation Summary. Figure is seasonally adjusted.
16. 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: July 8, 2022), <https://www.bls.gov/web/empst/cpseea36.htm>. Figures are not seasonally adjusted.
17. NWLC calculations using BLS, "(Unadj) Number Unemployed for 52 Weeks & Over, Women," Labor Force Statistics from the Current Population Survey, <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.
18. NWLC calculations based on BLS, "Persons at Work in Nonagricultural Industries by Age, Sex, Race, Hispanic or Latino Ethnicity, Marital Status, and Usual Full- or Part-time Status," Table A-27 in Labor Force Statistics from the Current Population Survey (Washington, DC: July 8, 2022), <https://www.bls.gov/web/empst/cpseea27.htm>. Figures are not seasonally adjusted.
19. Brooke LePage. "Part-Time Workers Are Facing Heightened Uncertainty During COVID—and Most Are Women." (National Women's Law Center, February 2022), <https://nwlc.org/resource/part-time-workers-factsheet/>.
20. More information on how women shifted from full-time to part-time work can be found in Shengwei Sun. "Part-Time Working Caregivers Need Unemployment Insurance Reform" (National Women's Law Center, June 2022), <https://nwlc.org/resource/part-time-working-caregivers-need-unemployment-insurance-reform/>.
21. NWLC calculations using BLS, Table A-1 in June 2022 Employment Situation Summary. To calculate these adjusted unemployment rates, NWLC added the 826,000 women who have dropped out of the labor force since February 2020 to the number of women in June 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.