

Men Have Recovered Net Jobs Lost to Pandemic While Women Are Still Missing 100,000 Jobs

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The most recent Bureau of Labor Statistics (BLS) data showed 528,000 jobs were added to the economy in July, 327,000 (61.9%) of which were women's jobs.¹ This marks 19 consecutive months of job growth for women but still leaves them down a net 100,000 jobs since February 2020. Meanwhile men have recovered all their net job losses and now hold 132,000 more jobs in July 2022 than in February 2020.²

247,000 women ages 20 and over joined the labor force last month, meaning they are now either working or looking for work. Women's labor force participation rate is now 58.3%. This is one percentage point below women's pre-pandemic rate of 59.3%, with 579,000 fewer women in the labor force in July 2022 than in February 2020. While 183,000 men ages 20 and over left the labor force last month, women still make up 88.4% of net labor force leavers since February 2020.³

Women gained 327,000 jobs last month but are still short a net 100,000 jobs since February 2020.

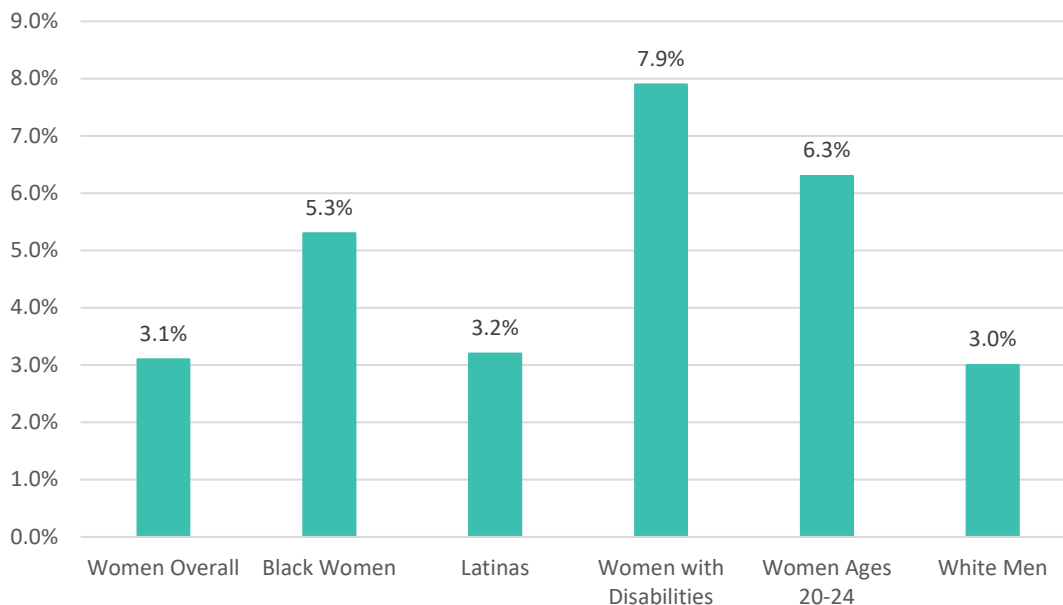
- Since February 2020, the economy has experienced a net gain of 32,000 jobs. Men held 132,000 more net jobs in July 2022 than in February 2020 while women held 100,000 fewer net jobs in July 2022 than in February 2020.
- The leisure and hospitality sector gained 96,000 jobs in July 2022. Women gained 54,000 jobs in this sector, or 56.3% of the jobs added⁴ — 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.⁵ Women make up 53.1% of the leisure and hospitality workforce.
- The retail trade sector gained 21,600 jobs in July 2022. Women gained 13,200 jobs, or 61.1% of the jobs added. Women make up 48.8% of the retail trade workforce.
- The government sector gained 57,000 jobs in July 2022. Women gained 40,000 jobs, or 70.2% of the jobs added. Women make up 58.1% of the government workforce.

- The education and health services sector gained 122,000 jobs in July 2022, ahead of a new school year. Women gained 124,000 jobs, while men lost 2,000. Women make up 77.1% of the education and health services workforce.
- The child care sector gained 8,800 jobs last month. A net 88,300 child care jobs have been lost since February 2020. The child care sector is still missing over 1 in 12 jobs (8.4%) since the start of the crisis⁶ — 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 92.9% of the child care workforce.⁷

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 3.3% in June to 3.1% in July 2022—which means their July unemployment rate is the same as their February 2020 rate. The unemployment rate for men ages 20 and over also decreased from 3.3% in June to 3.2% in July 2022 and means their July unemployment rate is the same as their February 2020 rate.⁸

Unemployment Rates for Selected Demographics, July 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. The unemployment rate for women ages 20-24 is also not seasonally adjusted.

- The unemployment rate for Black women ages 20 and over was 5.3% in July 2022, down from 5.6% in June. The unemployment rate for Black men ages 20 and over increased from 5.3% in June to 5.7% in July 2022.⁹
- The unemployment rate for Latinas ages 20 and over was 3.2% in July 2022, down from 4.5% in June.¹⁰
- The unemployment rate for Asian women ages 20 and over was 3.4% in July 2022, up from 2.9% in June.¹¹
- The unemployment rate for women with disabilities ages 16-64 was 7.9% in July 2022, down from 8.4% in June.¹²

- The unemployment rate for young women ages 20-24 was 6.3% in July 2022, down from 7.0% in June. The unemployment rate for Black women ages 20-24 increased from 8.7% in June to 11.8% in July 2022.¹³
- By comparison, the unemployment rate for white men ages 20 and over was 3.0% in July 2022, down from 3.1% in June.¹⁴

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

In July 2022, nearly 1 in 5 unemployed women ages 20 and over (18.2%) had been out of work for six months or longer. Among unemployed women ages 16 and over, 16.1% had been out of work for six months or longer, including 18.4% of unemployed Asian women, 17.7% of unemployed Black women, and 12.5% of unemployed Latinas.¹⁵ Additionally, in July 2022, over 1 in 9 unemployed women ages 16 and over (11.3%) had been out of work for a year or longer.¹⁶

Many women working part-time are doing so involuntarily.

Over 18.9 million women ages 16 and over were working part time in July. Nearly 1 in 10 (9.8%) 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 16.2% of Latinas ages 16 and over working part time, 14.9% of Black women ages 16 and over working part time, and 9.0% of Asian women ages 16 and over working part time.¹⁷ 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.¹⁸ Women, especially those with caregiving responsibilities, disproportionately shifted from full-time to part-time work during the pandemic.¹⁹

1. NWLC calculations using BLS, Table B-1 in July 2022 Employment Situation Summary and BLS, "Employment of Women on Nonfarm Payrolls by Industry Sector, Seasonally Adjusted," Table B-5 in July 2022 Employment Situation Summary (Washington, DC: August 5, 2022), <https://www.bls.gov/news.release/empst.t21.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cesbtb5.htm>.
2. NWLC calculations using BLS, Table B-1 and Table B-5 in July 2022 Employment Situation Summary.
3. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in July 2022 Employment Situation Summary (Washington, DC: August 5, 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 July 2022 Employment Situation Summary and BLS, Table B-5 in July 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 July 2022 Employment Situation Summary and BLS, Table B-5 in July 2022 Employment Situation Summary. Figures are seasonally adjusted.
7. NWLC calculations using BLS, Table B-1 in July 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/CE6562440010>. Figures are seasonally adjusted.
8. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in July 2022 Employment Situation Summary. 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.
9. BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in July 2022 Employment Situation Summary (Washington, DC: August 5, 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 July 2022 Employment Situation Summary. (Washington, DC: August 5, 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 July 2022 Employment Situation Summary (Washington, DC: August 5, 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: August 5, 2022), <https://www.bls.gov/web/empst/cpseea13.htm>. Figures are not seasonally adjusted.
14. BLS, Table A-2 in July 2022 Employment Situation Summary. Figure is seasonally adjusted.
15. 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: August 5, 2022), <https://www.bls.gov/web/empst/cpseea36.htm>. Figures are not seasonally adjusted.
16. 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-1 in July 2022 Employment Situation Summary. Figures are not seasonally adjusted.
17. 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: August 5, 2022), <https://www.bls.gov/web/empst/cpseea27.htm>. Figures are not seasonally adjusted.
18. 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/>.
19. 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/>.