

# Women Gain 263,000 Jobs in January

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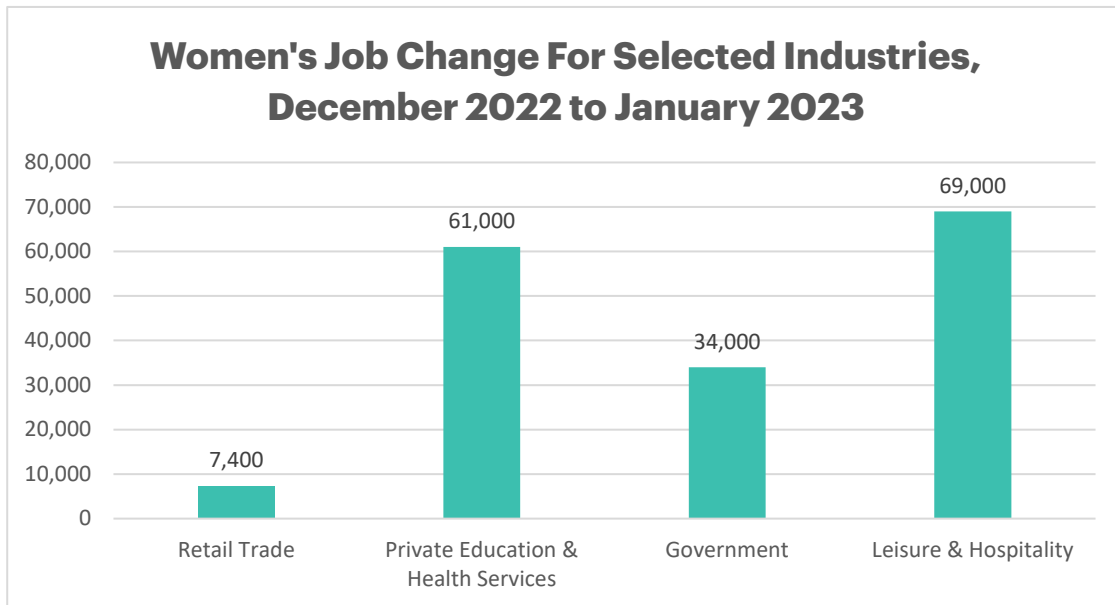
The most recent Bureau of Labor Statistics (BLS) data showed that 517,000 jobs were added in January, 263,000 of which (50.9%) were women's jobs. January's gains mark 25 months of consecutive job gains for women and means women now hold over 1 million more net jobs than in February 2020; by comparison, men hold over 1.6 million more net jobs now than in February 2020.<sup>2</sup>

The data also showed that there are 217,000 fewer women ages 20 and over in the labor force now than in February 2020, before the pandemic began. By comparison, there are over 1.3 million more men ages 20 and over in the labor force now than in February 2020. Women's labor force participation rate was 58.3% in January 2023, one percentage point below their pre-pandemic labor force participation rate of 59.3% in February 2020. Women make up 100% of net labor force leavers ages 20 and over since February 2020.<sup>3</sup>

## Women gained 263000 jobs last month and hold over 1 million more net jobs now than they did in February 2020.

- Since February 2020, the economy has experienced a net gain of over 2.7 million jobs. Those jobs have disproportionately gone to men. In January 2023, men held over 1.6 million more net jobs, while women held over 1 million more net jobs compared to February 2020.
- The leisure and hospitality sector gained 128,000 jobs in January 2023. Women gained 69,000 jobs in this sector, or 53.9% 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 52.8% of the leisure and hospitality workforce.
- The retail trade sector gained 30,100 jobs in January 2023. Women gained 7,400 jobs, or 24.6% of the jobs added. Women make up 48.6% of the retail trade workforce.
- The government sector gained 74,000 jobs in January 2023. Women gained 34,000 jobs, or 45.9% of the jobs added. Women make up 58.3% of the government workforce.

- The private education and health services sector gained 105,000 jobs in January 2023. Women gained 61,000 jobs, or 58.1% of the jobs added. Women make up 76.9% of the private education and health services workforce. (Note the “education and health services” industry was changed to “private education and health services” as of January 2023.)
- The child care sector gained 7,100 jobs last month. A net 57,600 child care sector jobs have been lost since February 2020<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. (Note the “child care day services” industry was changed to “child care services” as of January 2023.)

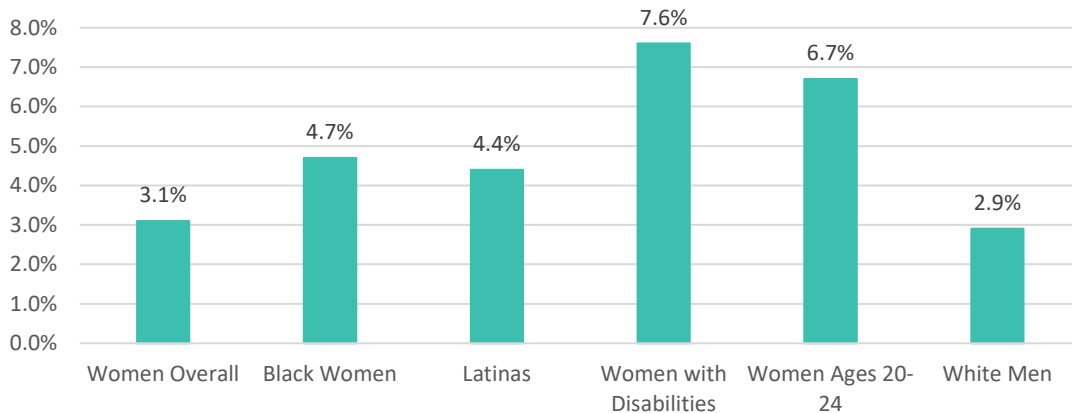


Source: BLS, Employment Situation Summary Table B-5. Figures are seasonally adjusted.

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

- The unemployment rate for women ages 20 and over was 3.1% in January 2023. The unemployment rate for men ages 20 and over was 3.2% in January 2023.<sup>7</sup>
- The unemployment rate for Black women ages 20 and over was 4.7% in January 2023. The unemployment rate for Black men ages 20 and over was 5.3% in January 2023.<sup>8</sup>
- The unemployment rate for Latinas ages 20 and over was 4.4% in January 2023. The unemployment rate for Latinos ages 20 and over was 4.3% in January 2023.<sup>9</sup>
- The unemployment rate for Asian women ages 20 and over was 2.6% in January 2023.<sup>10</sup>
- The unemployment rate for women with disabilities ages 16-64 was 7.6% in January 2023.<sup>11</sup>
- The unemployment rate for young women ages 20-24 was 6.7% in January 2023. The unemployment rate for Black women ages 20-24 was 7.7% in January 2023. The unemployment rate for Latinas ages 20-24 was 9.3% in January 2023.<sup>12</sup>
- By comparison, the unemployment rate for white men ages 20 and over was 2.9% in January 2023.<sup>13</sup>

## Unemployment Rates for Selected Demographics, January 2023



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.

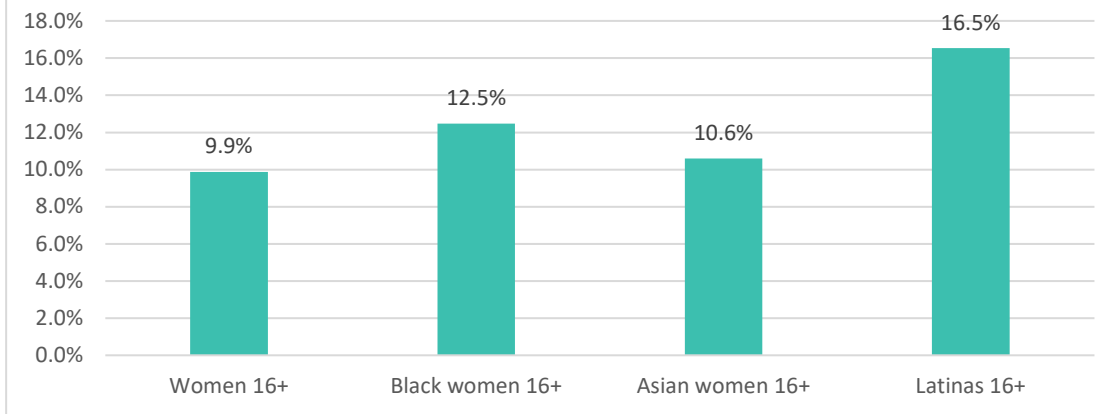
### Many unemployed women have been out of work for 6 months or longer.

In January 2023, over 1 in 6 unemployed women ages 20 and over (16.9%) had been out of work for six months or longer. Among unemployed women ages 16 and over, 16.4% had been out of work for six months or longer.<sup>14</sup> Additionally, in January 2023, over 1 in 10 unemployed women ages 16 and over (10.2%) had been out of work for a year or longer.<sup>15</sup>

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

Over 20.1 million women ages 16 and over were working part time in January. Nearly 1 in 10 (9.9%) of these women 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 16.5% of Latinas ages 16 and over working part time, 12.5% of Black women ages 16 and over working part time, and 10.6% of Asian women ages 16 and over working part time.<sup>16</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>17</sup> Women, especially those with caregiving responsibilities, disproportionately shifted from full-time to part-time work during the pandemic.<sup>18</sup>

## Share of Part-Time Workers Who Are Doing So Involuntarily for Selected Demographics, January 2023



Source: BLS, *Employment Situation Summary Table A-27*.

1. Data factchecked by Sarah Javid.
2. NWLC calculations using BLS, Table B-1 in January 2023 Employment Situation Summary and BLS, "Employment of Women on Nonfarm Payrolls by Industry Sector, Seasonally Adjusted," Table B-5 in January 2023 Employment Situation Summary (Washington, DC: February 3, 2023), <https://www.bls.gov/news.release/empst.t21.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cesbtb5.htm>.
3. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in January 2023 Employment Situation Summary (Washington, DC: February 3, 2023), <https://www.bls.gov/news.release/empst.t01.htm>. Historical data available at <https://www.bls.gov/webapps/legacy/cpsatab1.htm>. 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 data to incorporate new methodologies and population estimates from the most recent decennial Census and other sources. However, BLS does not revise historical figures with these new estimates and therefore cautions the comparability of figures across years. At the end of each year, BLS also updates the seasonal adjustment factors and revises some historical, seasonally adjusted data to improve comparability. This impacts seasonally adjusted data through January 2018.
4. NWLC calculations using BLS, Table B-1 in January 2023 Employment Situation Summary and BLS, Table B-5 in January 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 January 2023 Employment Situation Summary and BLS, Table B-5 in January 2023 Employment Situation Summary. Figures are seasonally adjusted. Historical data for Table B-1 is available at <https://www.bls.gov/webapps/legacy/cesbtb1.htm>.
7. NWLC calculations using BLS, "Employment Status of the Civilian Population by Sex and Age," Table A-1 in January 2023 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.
8. NWLC calculations using BLS, "Employment Status of the Civilian Population by Race, Sex, and Age" Table A-2 in January 2023 Employment Situation Summary (Washington, DC: February 3, 2023), <https://www.bls.gov/news.release/empst.t02.htm>.
9. NWLC calculations using BLS, "Employment status of the Hispanic or Latino population by sex and age," Table A-3 in January 2023 Employment Situation Summary. (Washington, DC: February 3, 2023), <https://www.bls.gov/news.release/empst.t03.htm>.
10. 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.
11. BLS, "Employment Status of the Civilian Population by Sex, Age, and Disability Status, Not Seasonally Adjusted," Table A-6 in January 2023 Employment Situation Summary (Washington, DC: February 3, 2023), <https://www.bls.gov/news.release/empst.t06.htm>.
12. 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: February 3, 2023), <https://www.bls.gov/web/empst/cpseea13.htm>. Figures are not seasonally adjusted.
13. BLS, Table A-2 in January 2023 Employment Situation Summary. Figure is seasonally adjusted.
14. 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: February 3, 2023), <https://www.bls.gov/web/empst/cpseea36.htm>. Figures are not seasonally adjusted.
15. 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 January 2023 Employment Situation Summary. Figures are not seasonally adjusted.
16. NWLC calculations using 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: February 3, 2023), <https://www.bls.gov/web/empst/cpseea27.htm>. Figures are not seasonally adjusted.
17. 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/>.
18. 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, October 2022), <https://nwlc.org/resource/part-time-working-caregivers-need-unemployment-insurance-reform/>.