

Women in the Workplace & the Impact of the COVID-19 Pandemic

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March 2021

Domestic Violence

Domestic Violence: a pandemic within a pandemic

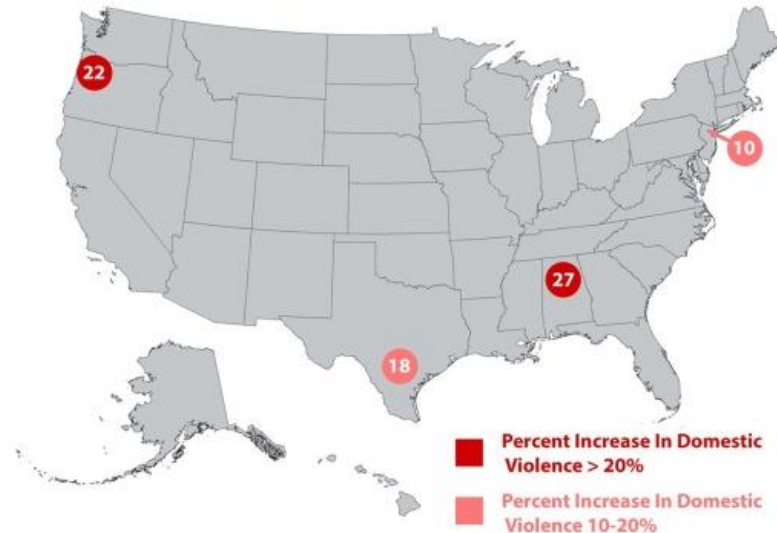
1 in 4 women and 1 in 7 men will experience physical violence by their intimate partner at some point during their lifetime.

“COVID doesn’t make an abuser, but COVID exacerbates it.”

Difficulties:

- Unemployment and economic strain
- Quarantine conditions (associated to alcohol abuse, depression, post-traumatic stress symptoms)
- Reaching out to support systems
- Securing a bed in a shelter

Harder to get out and, just as challenging, to stay out
(On average, survivors return to the relationship seven times before they leave for good).



Domestic Violence Programs & Hotlines

Women's Center & Shelter of Greater Pittsburgh

24 Hour Hotline: **(412) 687-0005** | Text: **(412) 744-8445**

Shelter Intake and Crisis Counseling 24 hours

www.wcspittsburgh.org

Crisis Center North

24 Hour CCN Hotline: **(412) 364-5556** | 24 Hour Toll Free Hotline: **(866) 782-0911**

Safe Home Intake and Crisis Counseling 24 hours

www.crisiscenternorth.org

Alle-Kiski Area Hope Center- Tarentum

24 Hour Hotline: **(724) 224-1266** | 24 Hour Toll Free Hotline: **(888) 299-4673**

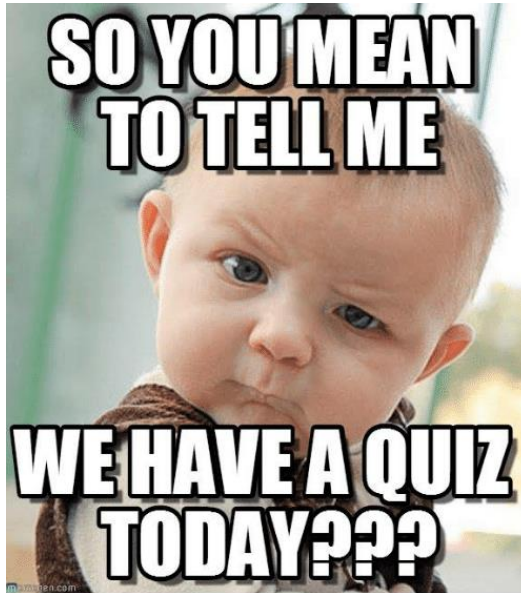
Shelter Intake and Crisis Counseling 24 hours

www.akhopecenter.org

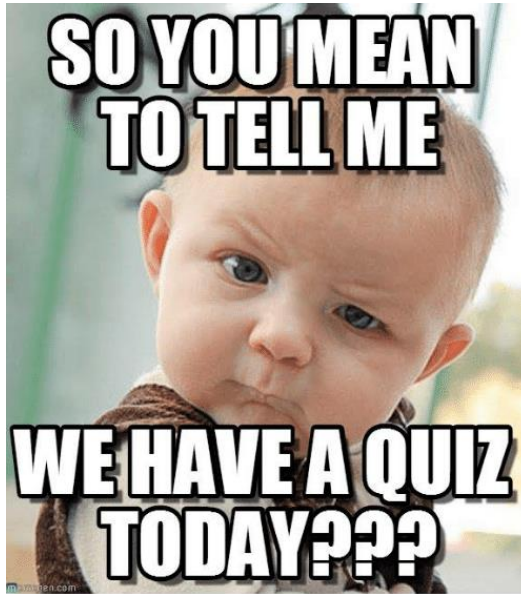
<http://alleghenycountyda.us/domestic-violence/>

Women in the Workplace

~ The baseline ~



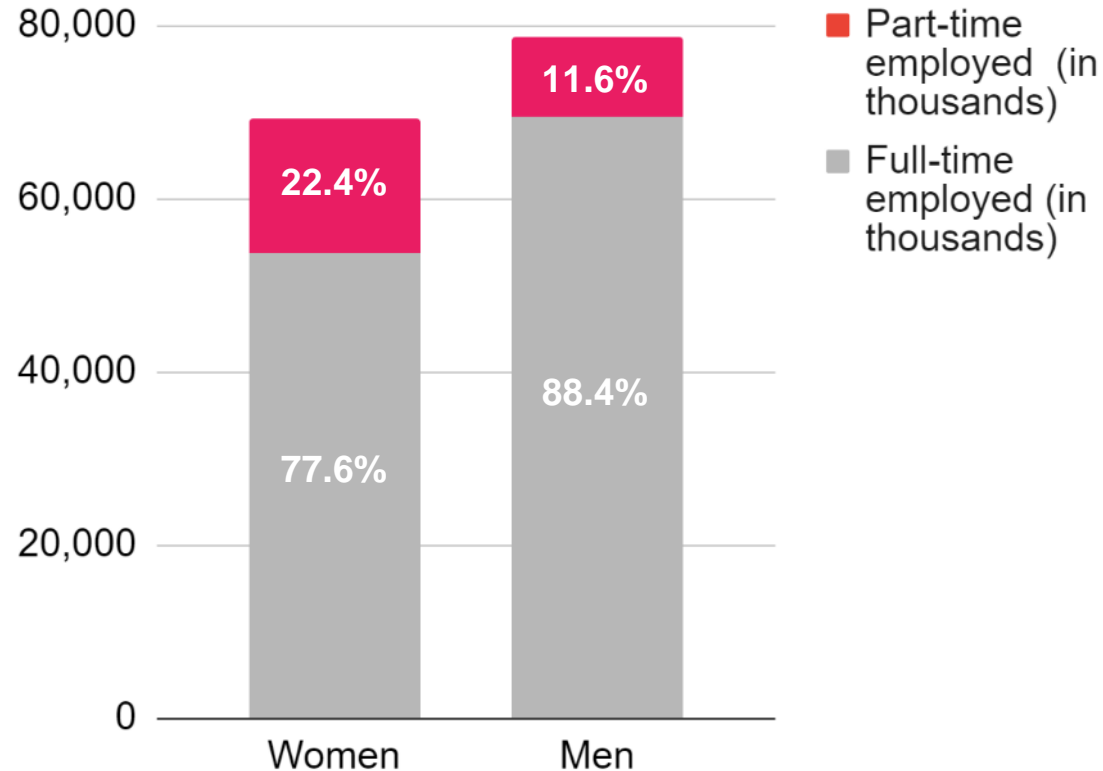
For 100 men participating in the workforce, how many women?



For 100 men participating in the workforce, how many women?

83 women
(77 - 88)

Employed workers by full- and part-time status and sex

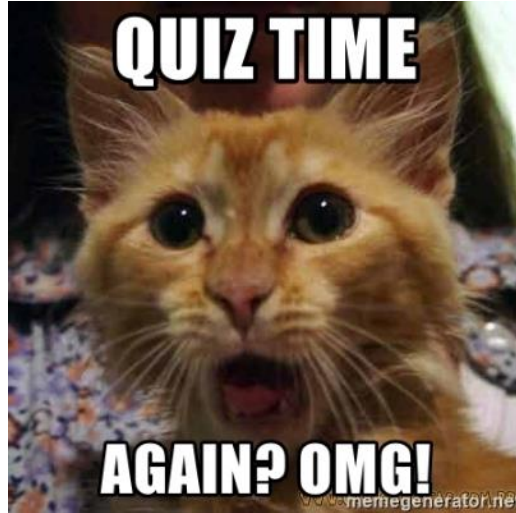


The Earning Gap: Quiz



For every dollar a man makes, how much does a woman earn?

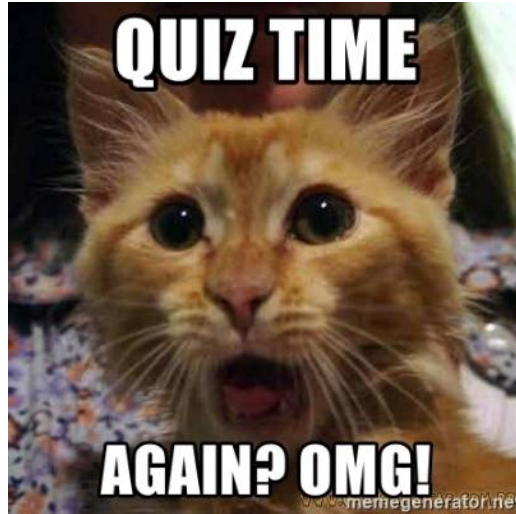
The Earning Gap: Quiz



For every dollar a man makes, how much does a woman earn?

\$ 0.80

The Earning Gap: Quiz



For every dollar a man makes, how much does a woman earn?

\$ 0.80

2017 - Ratio of women's to men's median earnings for full-time, year-round work



The Earning Gap and Labor Force Persistence

Or is it \$ 0.49 ?

over a 15-year period

Panel Study on Income Dynamics, a nationally representative dataset that follows the same individuals and families across many years. The study began in 1968 with a **nationally representative sample of over 18,000 individuals living in 5,000 families in the United States.**

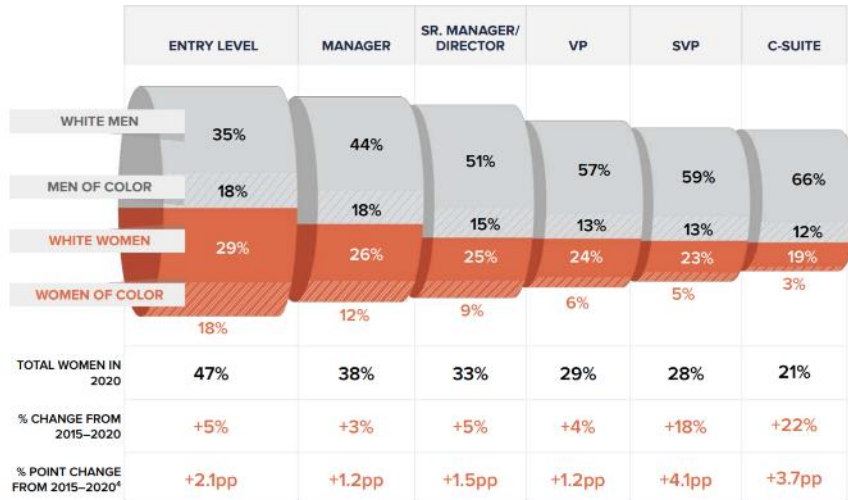


Career Progression

The Broken Rung The Glass Ceiling The Glass Cliff

REPRESENTATION OF CORPORATE PIPELINE BY GENDER AND RACE

% of employees by level at the start of 2020



Then, COVID-19 hit
~ My personal experience ~

12+ weeks of “Homeschooling”

How some moms homeschool



How I homeschool

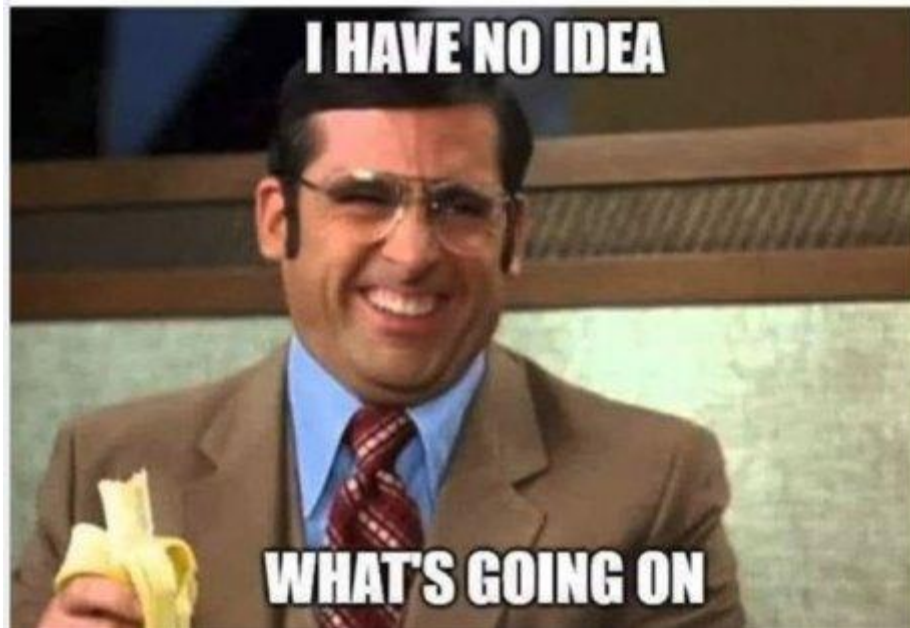


When you have to work from home but you're also a parent





**PARENTS PREPARING FOR
THE NEW SCHOOL YEAR**



The no-commute myth



59% of children are still attending virtual-only or hybrid school

**Me after I read the daily lesson plan
that I am supposed to do with two different kids
in two different grades all while I do my day job**



The Impact of COVID-19 for Women in the Workplace ~ The big Picture ~

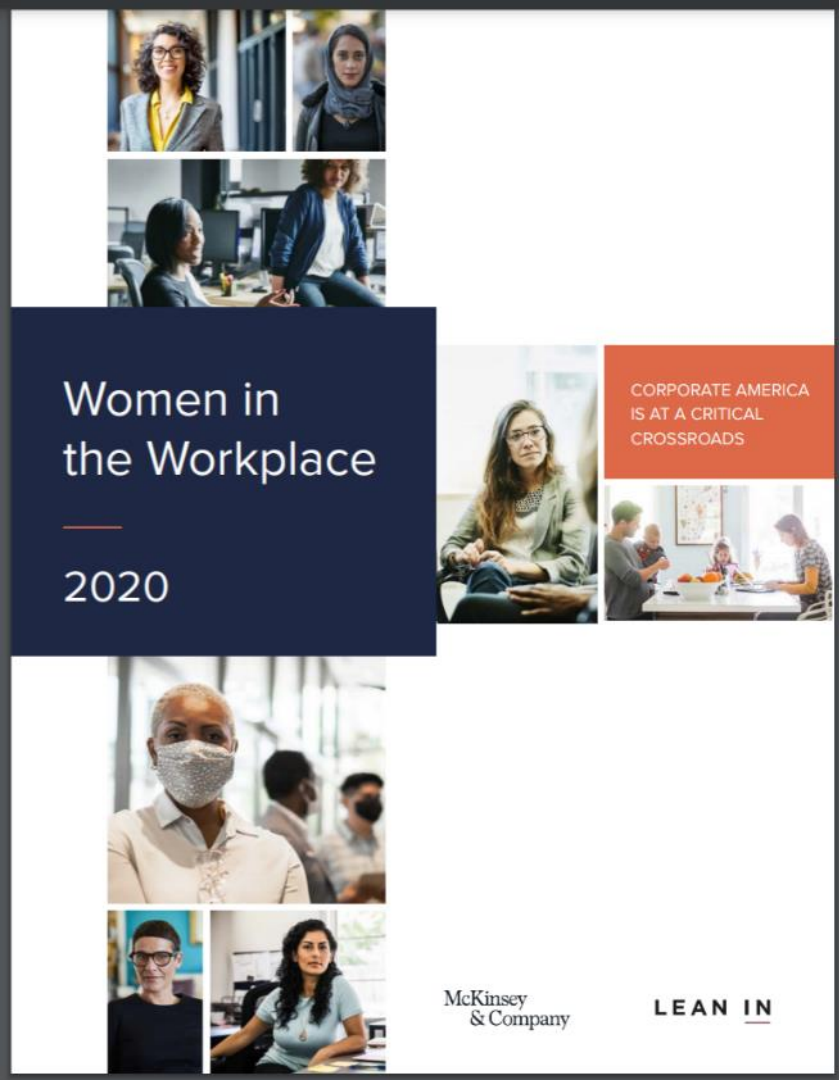
McKinsey study:

2015 and 2020

~ 600 companies

> 250,000 people surveyed

[Link to the report](#)



The Impact of the Covid-19 crisis

EMPLOYEES SAY THEIR BIGGEST CHALLENGES DURING COVID-19 ARE . . .⁶

1. Anxiety over layoffs or furloughs
2. Burnout
3. Mental health
4. Childcare and/or homeschooling responsibilities
5. Physical and mental health of loved ones
6. Financial insecurity

The Impact of Covid-19: a she-session

Why are women more impacted?

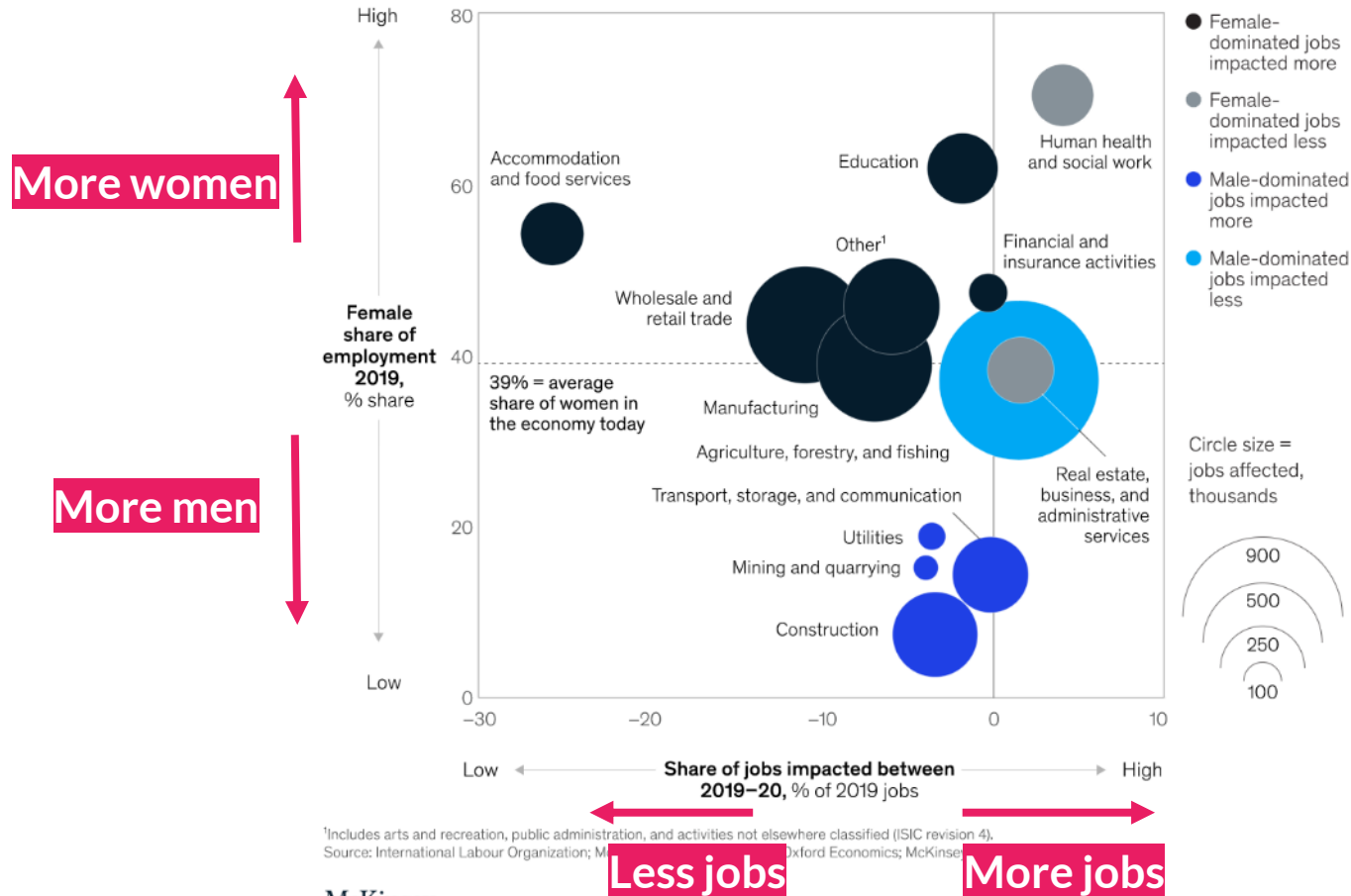
The Impact of Covid-19: a she-session

Why are women more impacted?

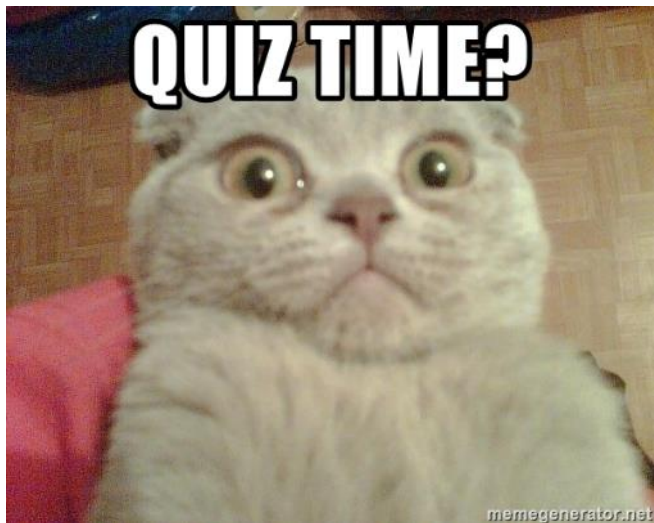
1. Because of **the type of job they held**

Women are disproportionately represented in industries that are expected to decline the most in 2020 due to COVID-19.

World employment impact in 2020 by industry



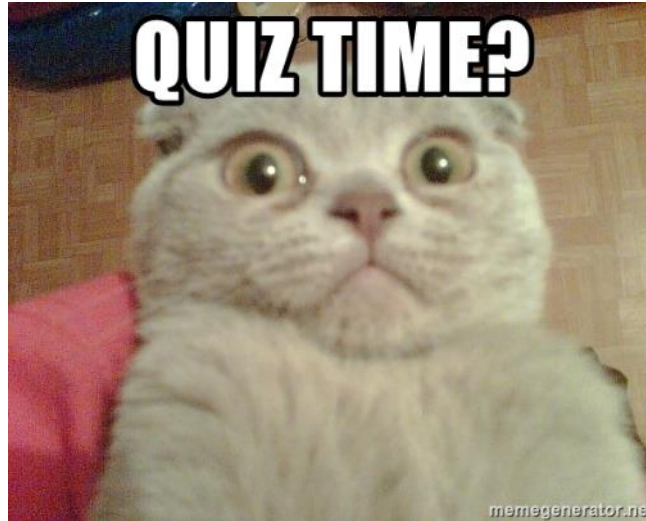
Quiz



Since January 2020, men lost about 1.8 million jobs.

How many jobs did women lose?

Quiz



Since January 2020, men lost about 1.8 million jobs.

How many jobs did women lose?

**2.36 million
(31% more!)**

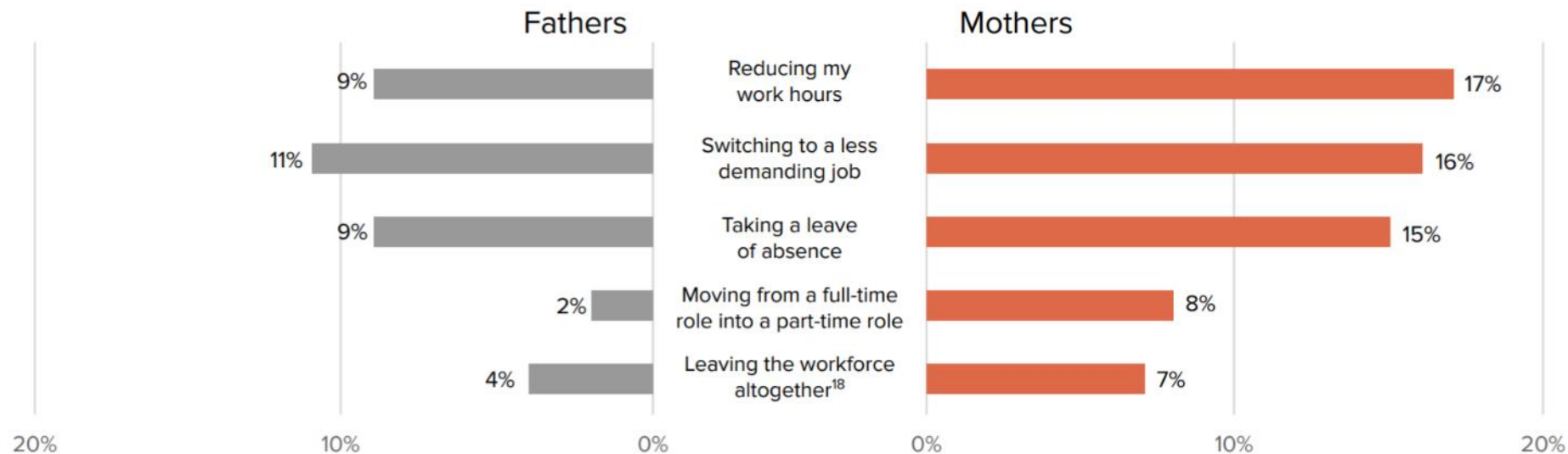
The Impact of Covid-19: a she-session

Why are women more impacted?

1. Because of **the type of job they held**
1. Because **they do more care** and are more likely to be affected by the closure of schools and daycares

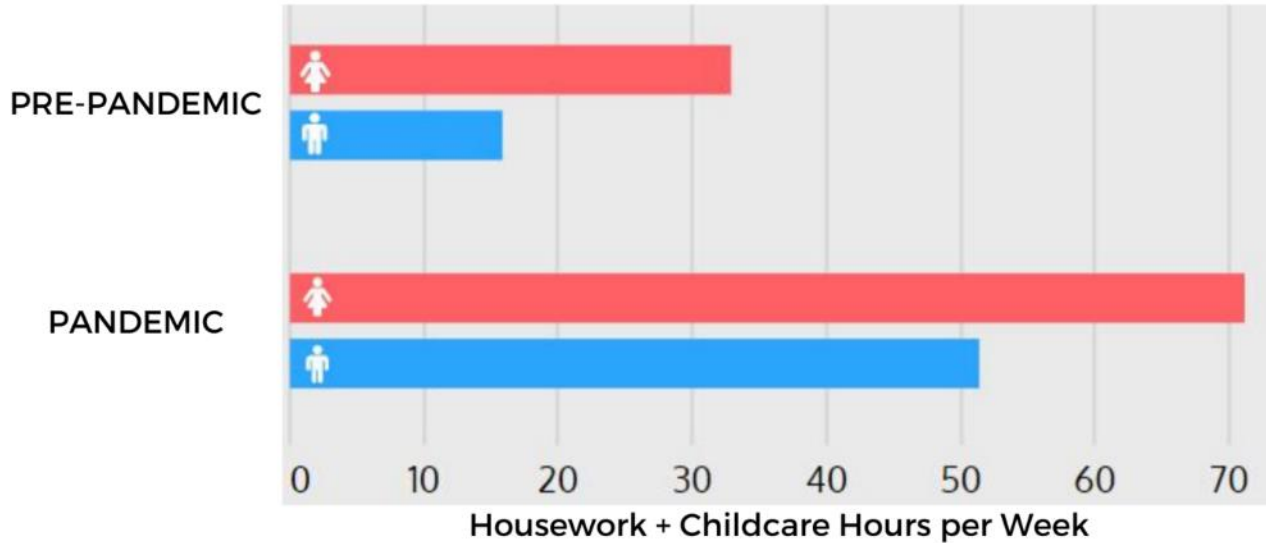
Mothers are more likely than fathers to consider scaling back or leaving because of COVID-19

% of employees who have considered changing their work situation during the Covid-19 crisis



HOUSEWORK AND CHILDCARE HOURS SPENT

Total number of hours self-reported by men and women on housework and caring for children.



Graphic has been created by Engineers Rising LLC based on the following source data:

1. Pre-pandemic: Pew Research Center survey of parents with children under 18. Sept. 15-Oct 13, 2015.
2. Pandemic: "Leanin.org and SurveyMonkey research survey April 13-April 17, 2020.

“

There's an assumption in a lot of families that the woman is the primary caregiver. Kids literally walk past their dads to go to their moms to ask for stuff. The pandemic has highlighted how disproportionately things fall on women.”

ASIAN AMERICAN WOMAN, THREE CHILDREN (UNDER AGE 5), MANAGER

“Women told us that gender equality at work had to start with men becoming equal partners at home.”

[Gender Equity Starts in the Home](#) (Harvard Business Review Article)

Intersectionality: there is no one experience of women during Covid-19

- Some subgroups are more impacted:
 - Women with disabilities
 - LGBTQ+
 - Black women (more household responsibility)
 - Latinas (work in greater proportions in sectors like leisure and hospitality)
 - Women in leadership positions
 - Single parents
 - Mothers of young children

Conclusion

Conclusion

- **We don't have the full picture yet**
- **The invisible labor: mental load and emotional labor**
- **Read the McKinsey report!**
 - Mismatch between what companies communicated to their employees and what they actually provided
 - A framework for action
 - Company case studies
- **A bleak situation**
 - The pandemic's toll on employment is heavier for women
 - Long-term damage to the childcare infrastructure
 - Opportunity costs for women reducing hours
 - 'Scarring effect': when women do not work for a while, they will likely find worse jobs when they re-enter



You should've asked

By Emma

The light at the end of the tunnel

- Men are taking on more in-home tasks
- Building blocks of a more empathetic workplace
- Remote work
- More flexibility (for everyone)
- Awareness of the importance of child care infrastructure and progressive work-family policies

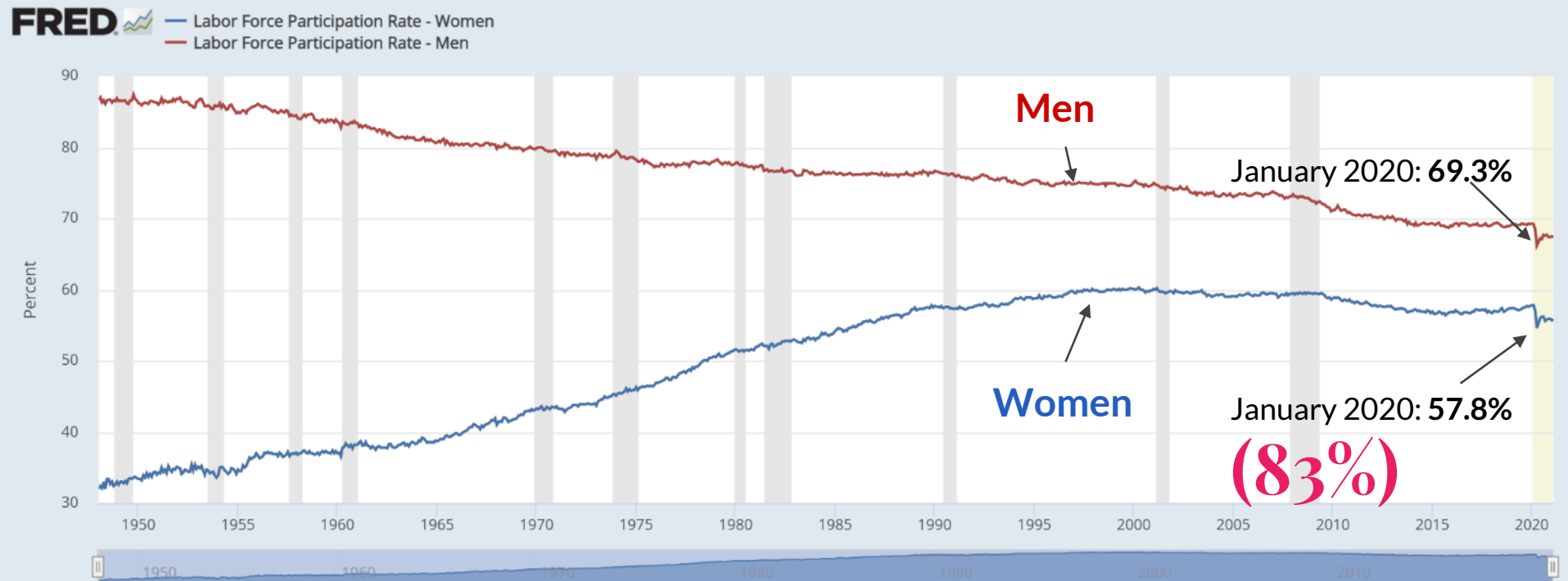


[3 Ways to Advance Gender Equity as We Return to the Office](#)

Harvard Business Review Article

Appendix

Labor Force Participation



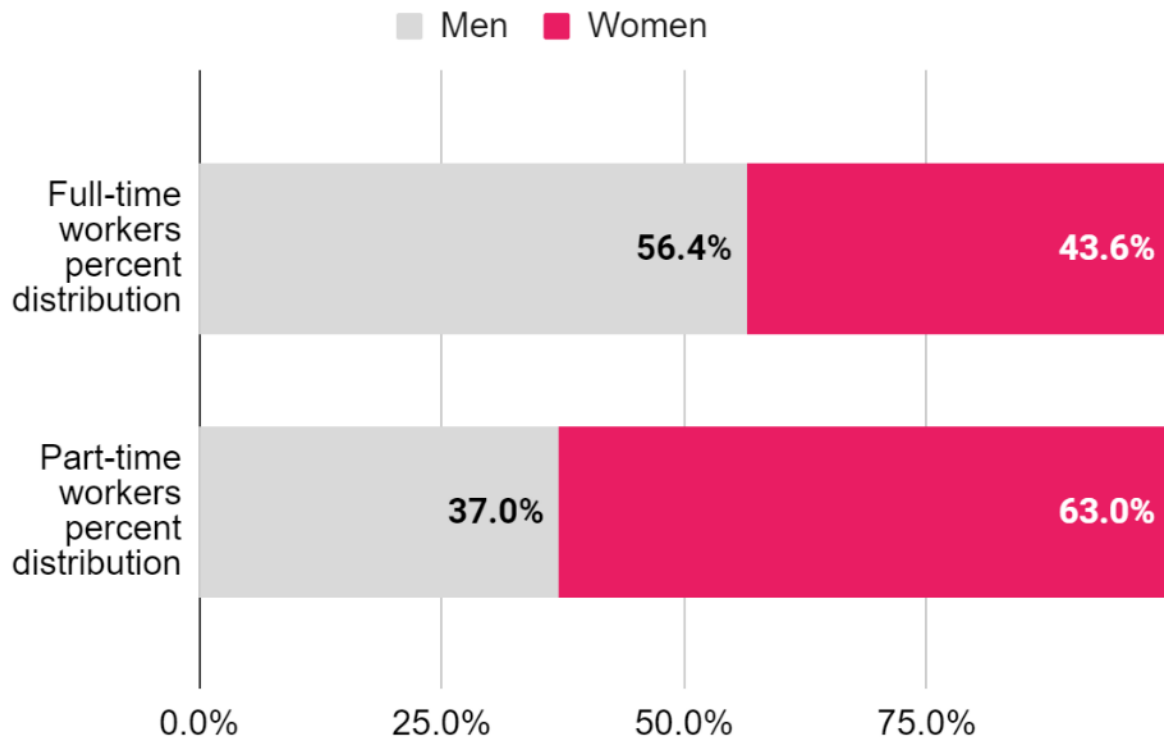
U.S. recessions are shaded; the most recent end date is undecided.

Source: U.S. Bureau of Labor Statistics

fred.stlouisfed.org



Part-time vs Full-time Work



The second shift

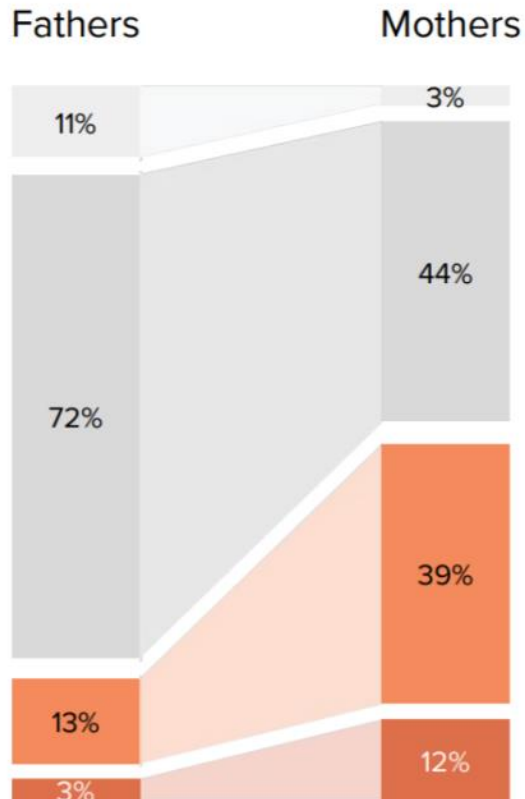
Average minutes per day spent in household activities



Source: Bureau of Labor Statistics

You should've asked

Distribution of household labor for heterosexual parents in dual-career couples¹³



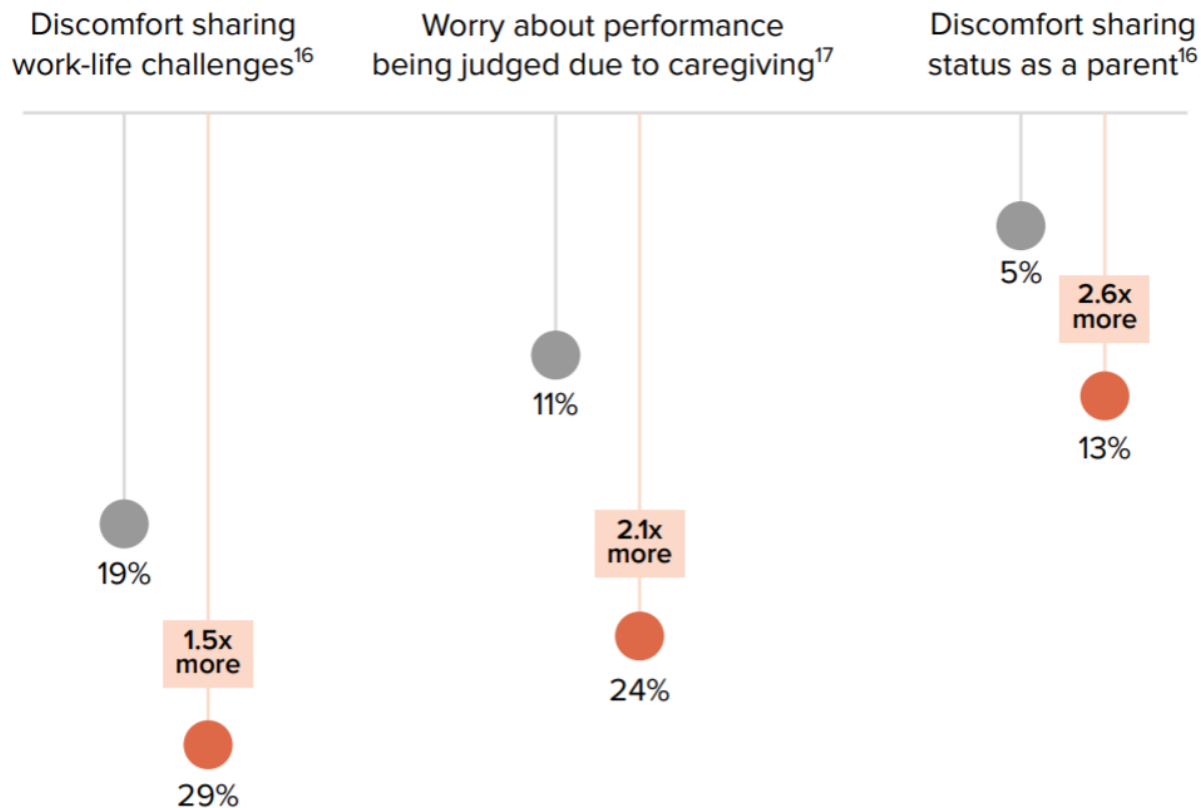
More than 70% of fathers think they are splitting household labor equally with their partner during Covid-19—but only 44% of mothers say the same.

- My partner is responsible for most of the work
- I share responsibilities equally with my partner
- I am responsible for most of the work
- I am responsible for all of the work

MOTHERS ARE MORE LIKELY THAN FATHERS TO FEEL JUDGED FOR CAREGIVING DURING COVID-19

■ FATHERS ■ MOTHERS

Since the start of the Covid-19 crisis, % of parents who have experienced . . .



The pressures of the pandemic are driving some employees—especially women—to consider downshifting their careers or leaving the workforce. The following factors are predictive of whether an employee considers downshifting or leaving:

- >> Lack of flexibility at work
- >> Feeling like they need to be available to work at all hours, i.e., “always on”
- >> Housework and caregiving burdens due to Covid-19
- >> Worry that their performance is being negatively judged because of caregiving responsibilities during the pandemic
- >> Discomfort sharing the challenges they are facing with teammates or managers
- >> Feeling blindsided by decisions that affect their day-to-day work
- >> Feeling unable to bring their whole self to work

Intersectionality: there is no one experience of women during Covid-19

HOW DIFFERENT GROUPS OF WOMEN ARE FEELING DURING COVID-19

BETTER EXPERIENCE  WORSE EXPERIENCE

% of employees who have felt . . .

Comparison of LGBTQ+ women and women with disabilities to men and women overall

ALL MEN	ALL WOMEN	LGBTQ+ WOMEN	WOMEN WITH DISABILITIES
46%	53%	58%	61%
31%	37%	43%	46%
28%	32%	37%	40%
10%	11%	12%	22%
20%	22%	25%	36%
7%	9%	16%	15%
9%	13%	20%	24%

Stressed

Exhausted

Burned out

Excluded

In the dark

Can't talk about impact of current events

Discomfort sharing challenges

Comparison of women by race and ethnicity

WHITE WOMEN	ASIAN WOMEN	LATINAS	BLACK WOMEN
55%	47%	49%	47%
37%	37%	34%	40%
33%	30%	27%	33%
11%	10%	10%	17%
22%	18%	19%	23%
7%	7%	8%	22%
13%	12%	14%	16%