

Biden's First 100 Days: Women's Economic Security

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At the start of the
**The
First 100
Days**

Childcare and care crisis

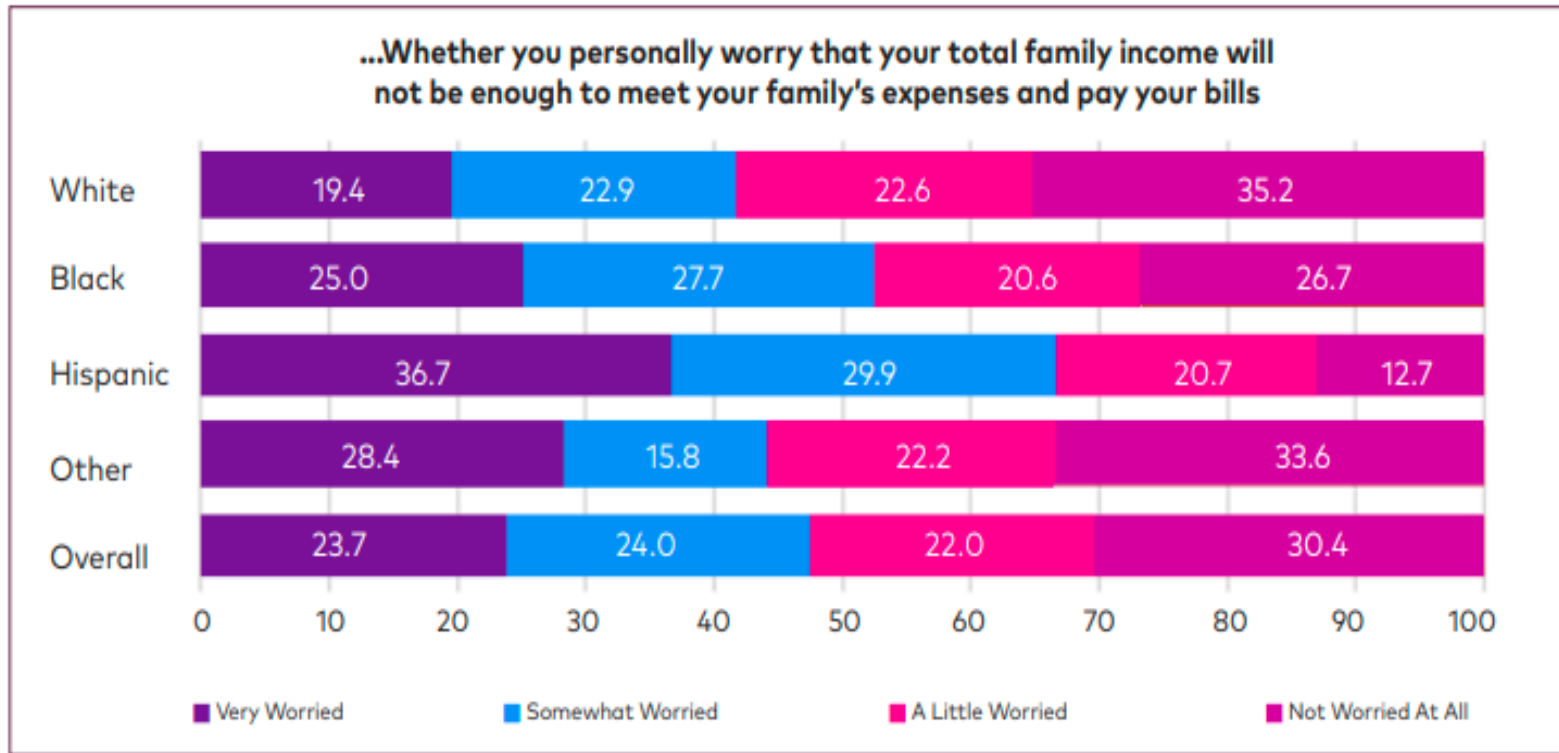
Unemployment & workforce exits

Profound wealth and earnings
inequality and gender wage gap

No paid family leave, paid sick
leave, or universal healthcare access

Occupational segregation

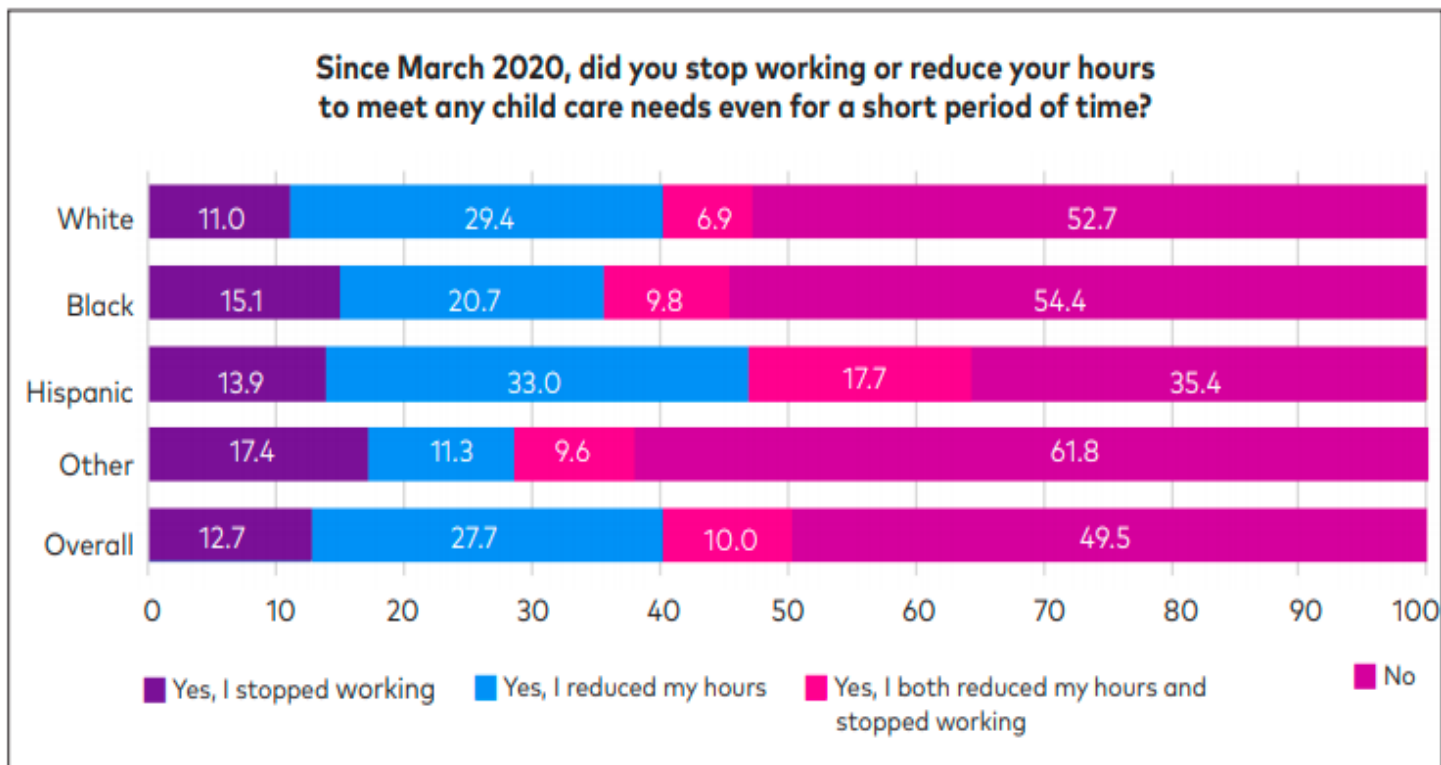
The Pandemic has worsened pre-existing inequalities



Source: IWPR Women's Priorities and Pandemic Economic Impact Survey collected February 2-11, 2021. 1,452 respondents. Institute for Women's Policy Research.

Hayes and Mason 2021 <https://iwpr.org/wp-content/uploads/2021/02/100-Days-Survey-FINAL.PUBLIC.pdf>

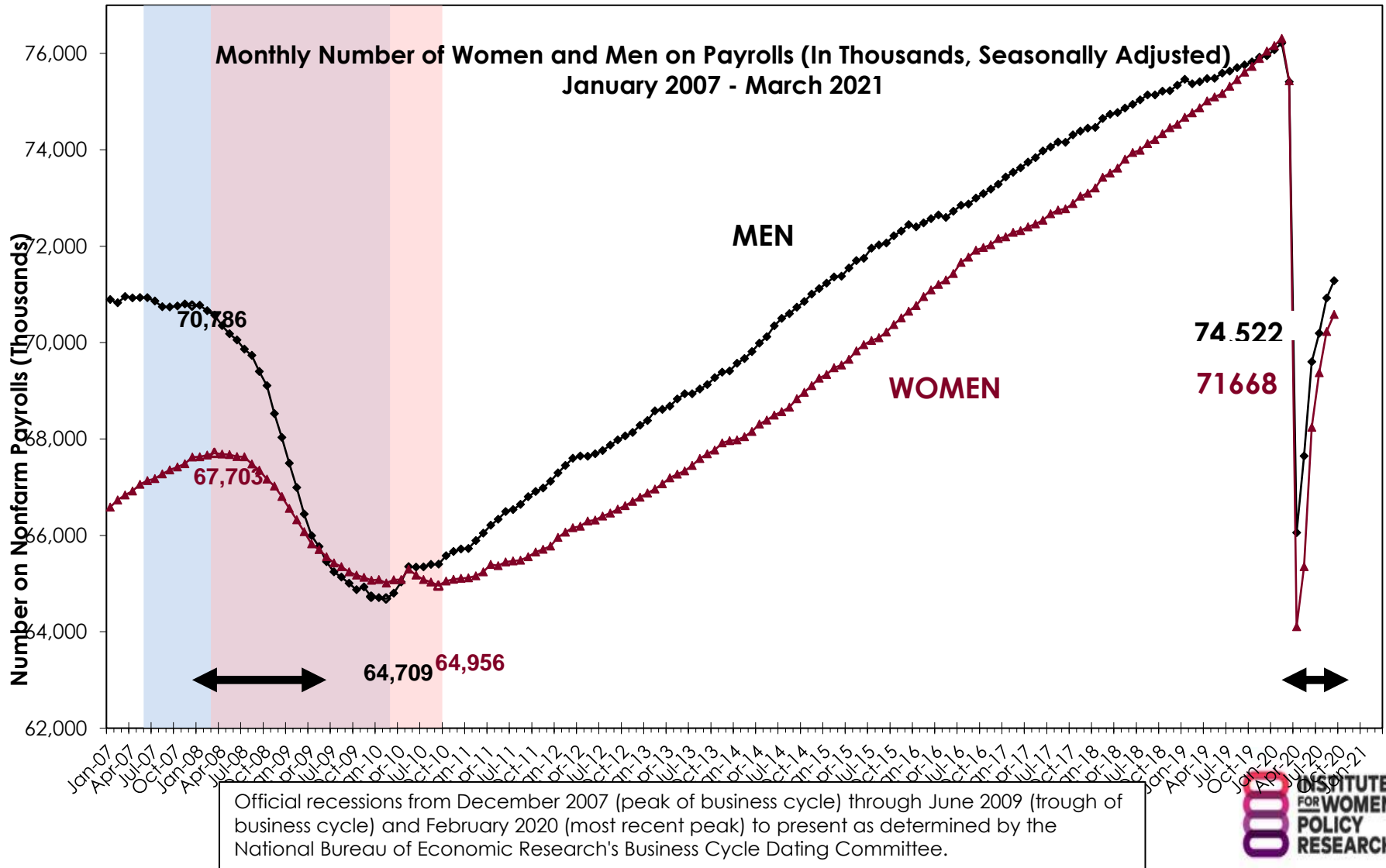
Half of all mothers, and more than 6 in 10 Hispanic mothers- stopped working and/or reduced their hours at least temporarily



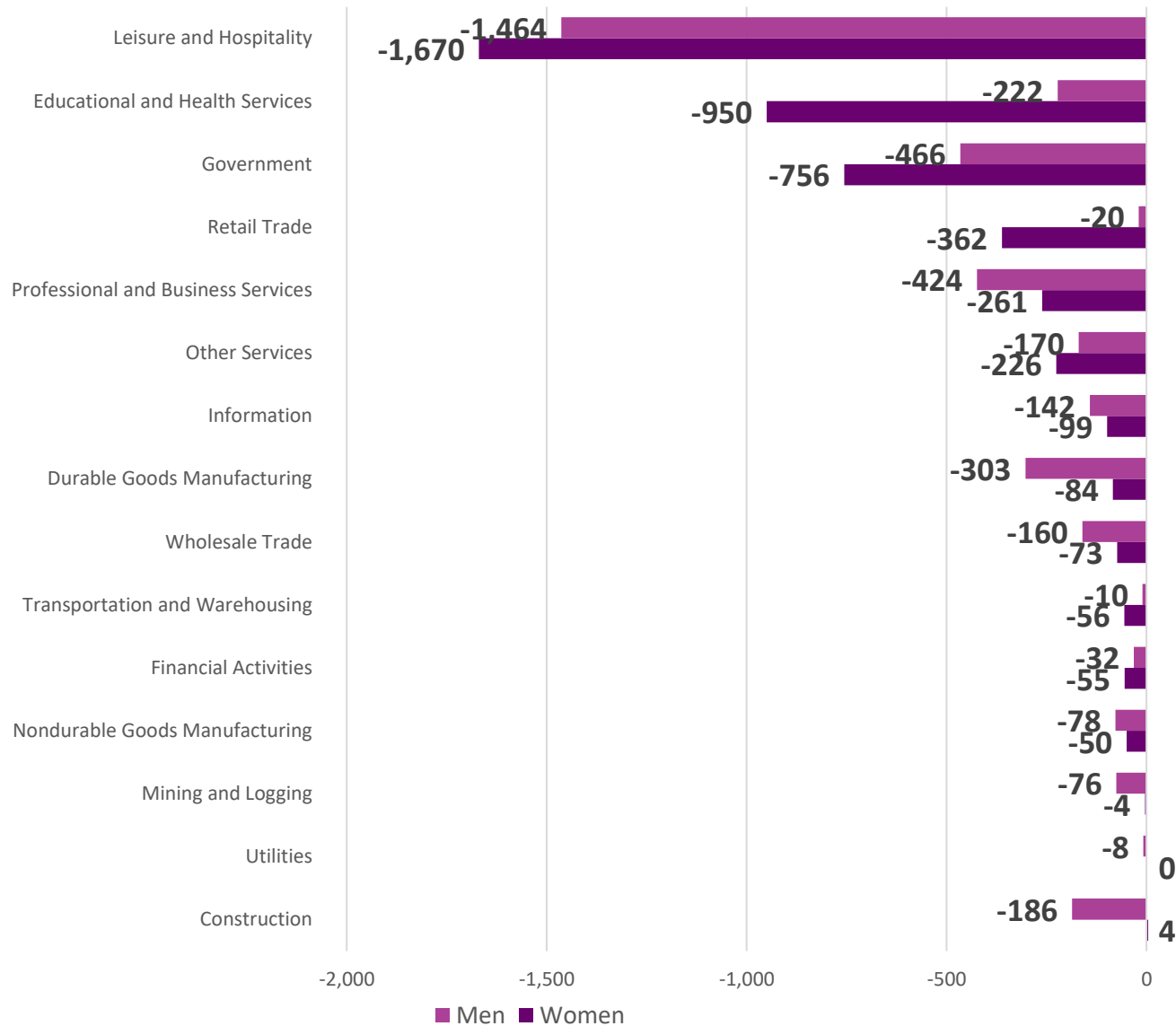
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The Shecession: In March 2021, women's payroll jobs were still 4.6 million, men's 3.8 million below Feb 2020 pre-COVID-19 levels



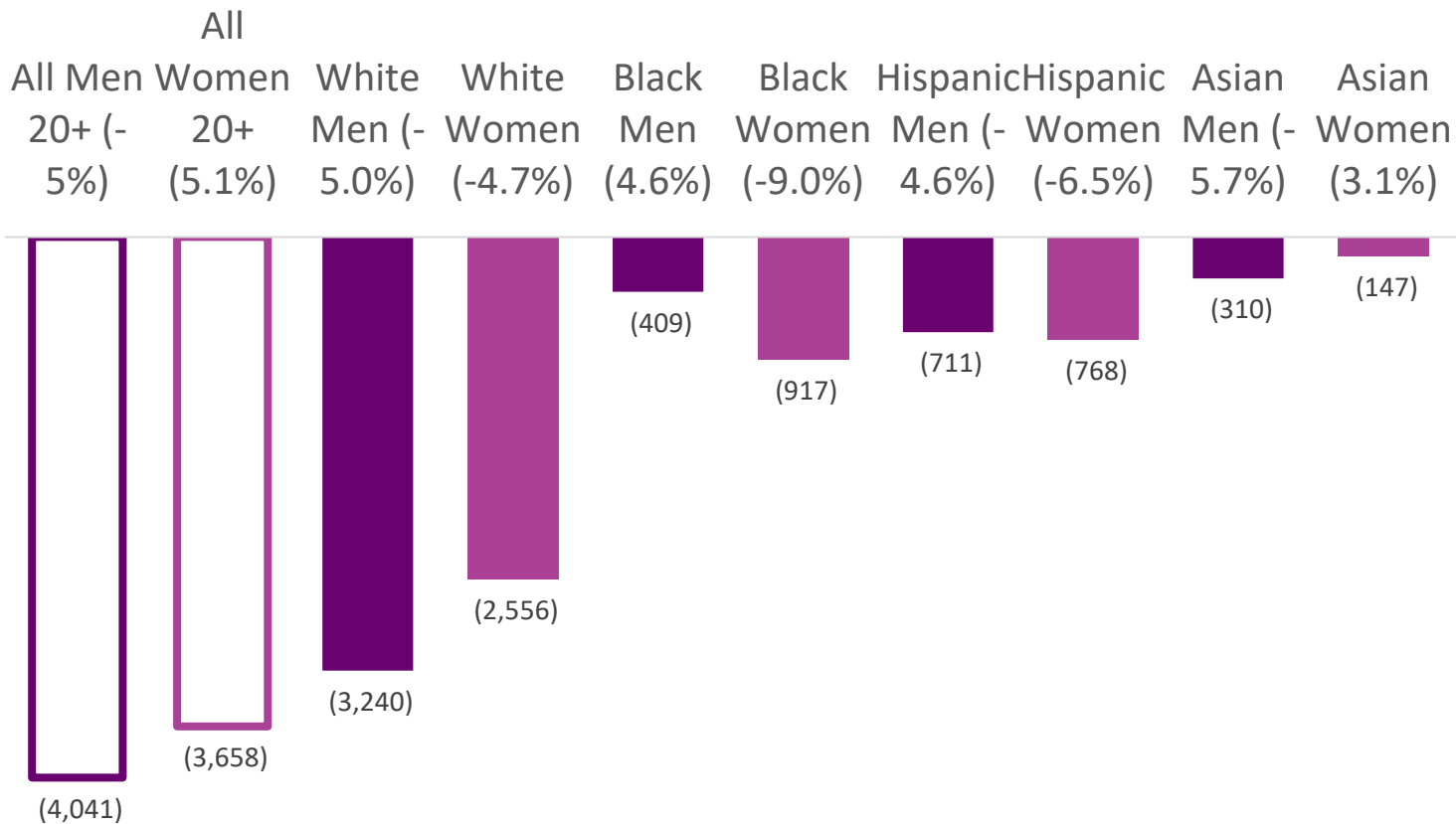
Change in Number of Jobs on Payrolls for Women and Men, February 2020-March 2021 (In Thousands)



The sectors that have lost most jobs are the sectors that were most likely to employ low paid women

Source: IWPR analysis of U.S. Department of Labor Bureau of Labor Statistics, Current Employment Statistics (April 2, 2021)

Women's employment has shrunk much more than men's- Black women lots almost one-in-ten jobs



Change in Number Employed Adults, February 2020 to March 2021, by race/ethnicity and gender

Unemployment and Workforce Exits

(March 2021)

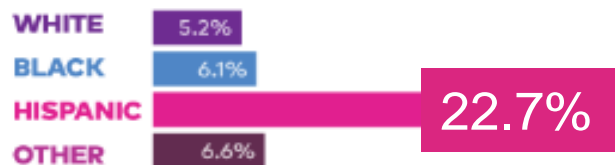
- 4.4 Million unemployed women
 - 43% have been unemployed for more than six months
 - Black women's rate of unemployment is 1.7 times higher, Latinas' 1.5 times higher than White women's.
- 1.8 Million Women fewer in the Workforce
 - 552,000 fewer Black women (5.1 % decline);
 - 503,000 fewer Latinas (4.1 % decline),
 - 1.4 million fewer White women (2.4 percent decline)
 - 18,000 fewer Asian women (0.4% decline)
(NB not seasonally adjusted)

➔ **Big workforce development/return to work challenge**

The Pandemic has exposed our nation's inadequate patchwork of family leave policies

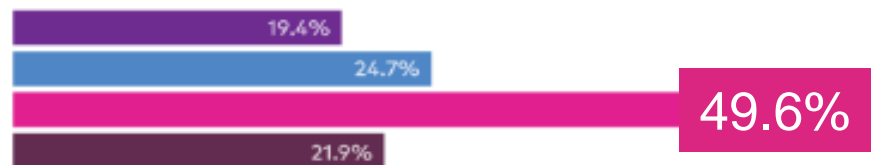
During the Pandemic, **Hispanic women** report the highest levels of taking leave from work to care for an ill family member.

Took leave to care for an ill family member:



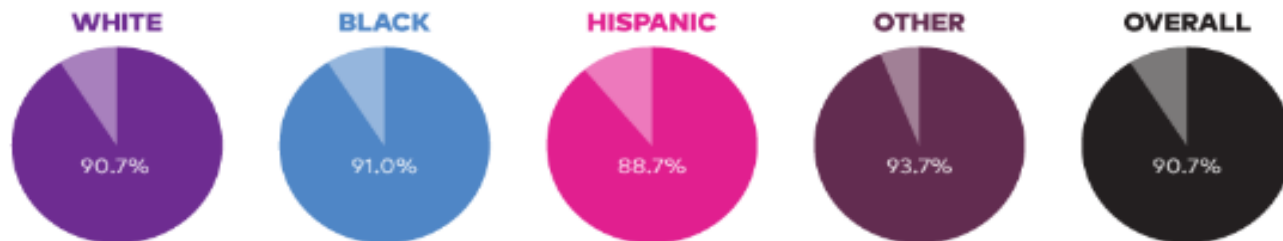
Black and Hispanic women also report higher levels of needing to take time off of work but being unable to do so.

Needed to take leave but didn't:



That's why an overwhelming majority of women say providing paid leave is important so working people can care for their families and we can reopen the economy.

Providing paid leave is somewhat or very important:



Source: IWPR Women's Priorities and Economic Impact Survey collected February 2-11, 2021. 1,452 respondents.

The First 100 Days:

EOs, American
Rescue Plan,
American Jobs
Plan, American
Families Plan

Recognitions of Care as Infrastructure
Child benefit (still temporary)

UI extension; workforce supports; (long term reforms of UI systems) ; apprenticeship

'Good' Job Creation (minimum wage; unions); federal enforcement (OFCCP)

Paid Family Leave

Occupational segregation- improve women's jobs (access to men's jobs?)

Resources

- C. Nicole Mason, Andrea Flynn, and Shengwei Sun. 2020. ***Build(ing) the Future: Bold Policies for a Gender-Equitable Recovery.***
IWPR Report <https://iwpr.org/building-the-future/>
- Jeff Hayes and C. Nicole Mason. 2021. **“What Women Want – IWPR National Survey Details Priorities for the New Administration.”**
IWPR Brief <https://iwpr.org/media/in-the-lead/what-women-want-iwpr-national-survey-details-priorities-for-the-new-administration/>.
- Ariane Hegewisch and Eve Mefferd. 2021. **“Despite Record Job Growth in March 2021: Gender Gap in Economic Recovery Widened.”** IWPR QF <https://iwpr.org/employment-and-earnings/>
- Shengwei Sun. 2021. **“Out of Work, Taking on Care: Young Women Face Mounting Challenges in the “She-Cession”** IWPR Brief <https://iwpr.org/iwpr-general/out-of-work-taking-on-care-young-women-face-mounting-challenges-in-the-she-cession/>
- The National Taskforce on Tradeswomen’s Issues. 2021. **Framework for Promoting Equity and Inclusion for Women and People of Color Working in the Trades on Publicly Funded Infrastructure Projects’**
https://tradeswomentaskforce.org/system/files/national_taskforce_on_tradeswomens_issues_infrastructure_framework.pdf

THANKS!!

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