

KEEPING WOMEN IN THE WORKFORCE AFTER COVID-19

Women have been uniquely affected by COVID-19.

Prior to the pandemic, women made up **49% of the overall workforce**, but accounted for **55% of job losses** in April 2020.

**71.2
HOURS**

As schools and 45% of daycares closed, families took on significant domestic labor. Since the pandemic began, women have spent an average of **71.2 hours/week handling chores and caregiving**. For men, it is 51.5 hours.

**2-3x
MORE**

For women of color, the situation is even tougher: compared to white women, Latinas and Black women are spending an average of 4-12 more hours per week on childcare. Latinas and Black women are also spend between **2-3x as many hours per week caring for elderly or sick relatives**.

**39%
LOWER**

Time out of the workforce also has a lasting impact on a woman and her family. One year off from work makes **woman's annual earnings 39% lower** than women who did not take time away.

In short: COVID-19 has only worsened the stress and inequalities working women faced previously.

This is an opportunity to reimagine work and an economy that works for women.

You can start by assembling a **diverse team** to explore the cultural and gender norms that have shaped your corporate policies.

Women are a critical part of the workforce; companies with greater female diversity of voice are more profitable, productive, and ethical.

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How can YOU support women on your team as they return to the office or work?

The WNY Women's Foundation provides these **ALL IN Recommendations** to make sure all women can return to the workforce:



CHILD CARE

- Parents can be matched with operating child care providers through the Child Care Resource Network (716-877-6666 ext 3064).
- Child care subsidies are also available via the [Workforce Development Institute](#).
- Visit wnychildren.org/parent-resources for available options and questions to ask a child care provider or summer camp operator.
- Child with Special Needs: Contact your school district's Chairperson for Special Education.



FLEXIBILITY

- Offer and support flexible working options, including flextime, staggered shifts, job sharing, remote work, and less business travel.
- Train supervisors on how to manage flexible schedules.
- Offer "ramp-on" programs to ease employee transitions.



FEEDBACK

- Confirm employees feel safe and supported returning to work.
- Provide opportunities for feedback on employee satisfaction as they return to work.
- Examine and work to address unintended consequences of work from home arrangements (i.e. do those working in the office get more cases, creating an unfair promotional ladder?).



PHYSICAL HEALTH

- Provide information on paid leave available if an employee is impacted by COVID-19.
- Paid sick leave information is available for parents at paidfamilyleave.ny.gov/COVID19.



MENTAL HEALTH

- Mental health support should be readily available.
- Offer an Employee Assistance Program and ensure that information is widely available.
- Crisis Services also offers mental health support at 716-834-3131.
- New York State's Emotional Support Hotline is reachable at 1-844-863-9314.