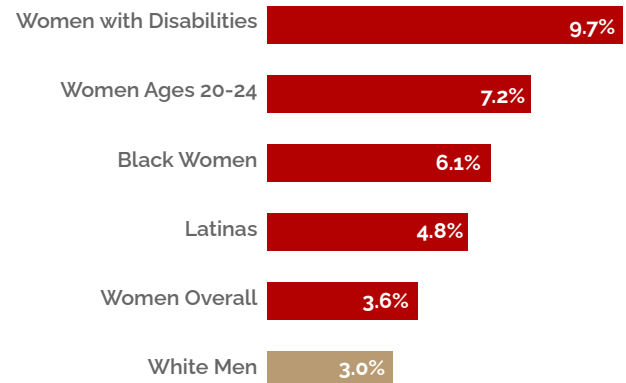


Unemployment rates improved for women in 2021, but women's job gains still lag those of men since the start of the pandemic.

Nearly one million women rejoined the labor force in 2021 with the unemployment rate for Latina women improving the most from 9.1% in December 2020 to 4.8% in February 2022. Despite these job gains, women are down 1.4 million net jobs and represent more than two in three (68.5%) net job losers since February 2020. Notably, in February 2022, Black women were the only group to see an increase in unemployment, were most likely to have been out of work for 6 months or longer, and left the labor force in the largest numbers compared to January 2022.

Unemployment Rates, February 2022

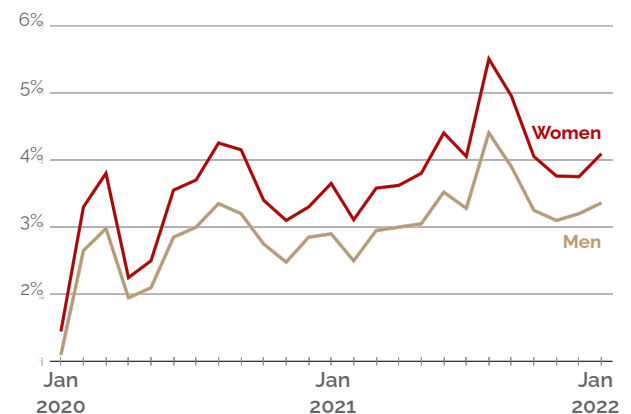


Source: National Women's Law Center, March 2022

Women continue to quit the workforce at higher rates than men, driven in part by childcare disruptions due to COVID.

According to the Bureau of Labor Statistics, the overall quit rate rose over the past year, from 2.4% in February 2021 to 2.9% in 2022. A Gusto analysis of small and medium-sized business shows that women leave work at consistently higher rates and that this gender gap widened in January 2022, with 4.1% of women quitting their jobs compared to 3.4% of men. The analysis finds that this gap was driven by states with high rates of childcare disruptions due to the Omicron surge.

Quit Rates by Gender

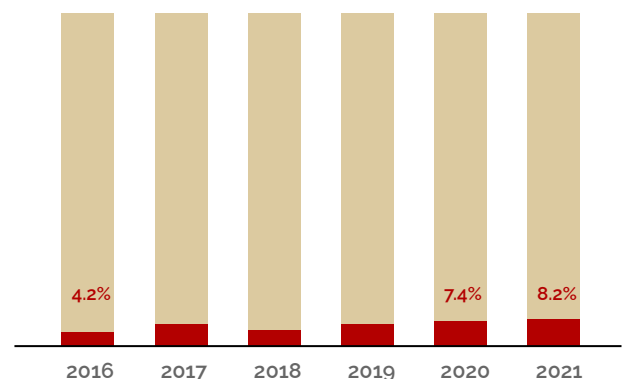


Source: Gusto, January 2022

Women's representation at the manager level grew but gaps remain in senior leadership roles, especially for women of color.

According to McKinsey, women's representation across the corporate ladder has improved modestly since 2016 but the "broken rung" persists. In 2020, for every 100 men promoted to manager, 86 women overall were promoted with notable progress for women of color. While this represents progress for women of color, in particular, their representation continues to fall off dramatically at more senior levels. Among Fortune 500 companies, female CEO ranks grew from 37 (7.4%) in 2020 to 41 (8.2%) in 2021.

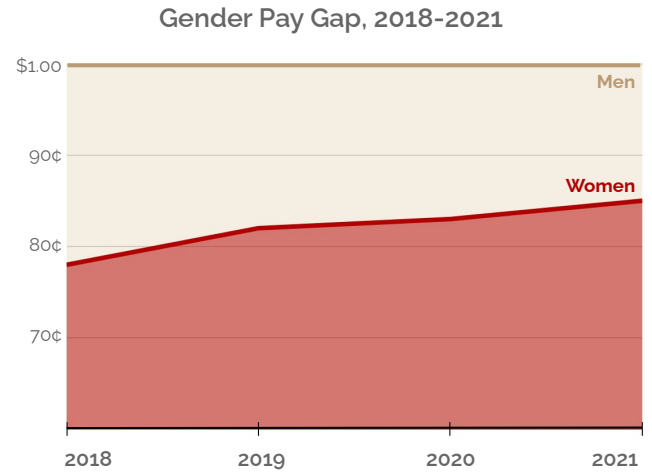
Women CEOs in Fortune 500 Companies



Source: Fortune, June 2021

Despite women's net job losses during the pandemic, the gender pay gap has improved and employers are committed to pay equity and increases.

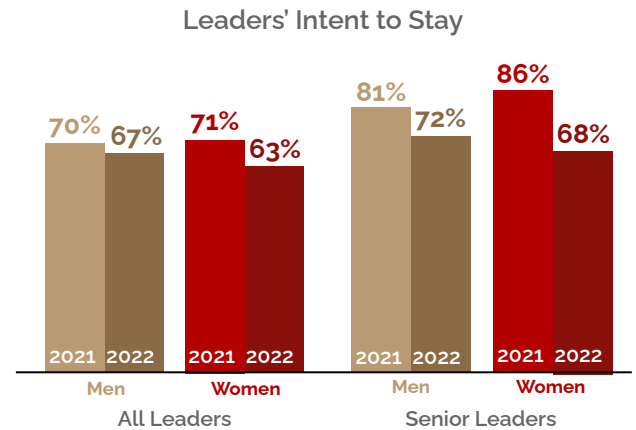
According to Visier's [Gender Pay Equity](#) report, average wages for women improved two cents to \$.86 for every dollar paid to men and four cents to \$.90 for women in supervisory positions. However, according to [Pew](#), when comparing wages among equally educated men and women, women's earnings drop to \$.80 for every dollar paid to men. Some promising news: in a recent [PayScale survey](#) of 5500 employers, 92% of organizations plan to give base pay increases in 2022 and 66% say "pay equity analysis" is a planned initiative, a 20% increase compared to 2021.



Source: [Visier](#), March 2022

Burnout is escalating and intent to stay is dropping significantly, especially among senior women.

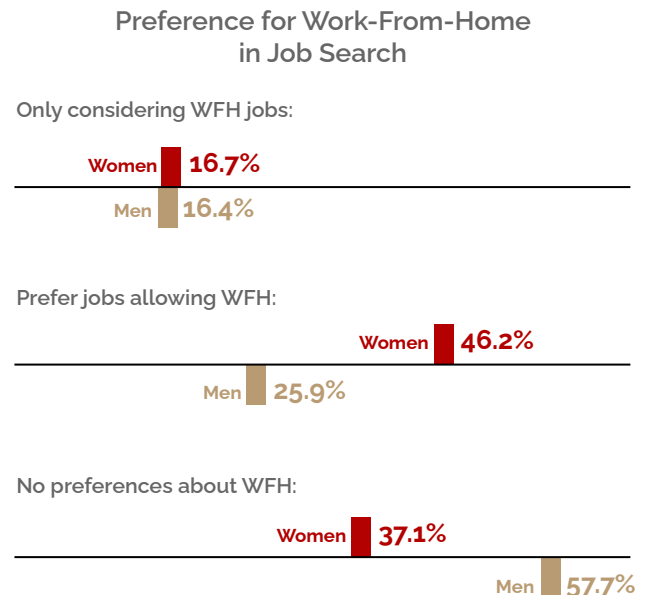
While [burnout](#) is the top factor driving talent loss overall, women are more likely than men to report [feeling burned out often or almost always](#) and more likely to feel [uncomfortable talking to their boss about burnout](#). Women's [intent to stay](#) — particularly senior leaders' — has dropped more than any other group in the past year.



Source: [Qualtrics](#), 2022

Women — particularly mothers and women of color — prefer flexible and remote work at higher rates than men, leaving them more at risk for the effects of proximity bias.

According to [Future Forum](#), globally 52% of women want to have work location flexibility at least three days a week, compared with 46% of men, and 50% of working mothers want to work remotely most or all of the time, compared with 43% of working fathers. Among unemployed individuals surveyed by [WFH Research](#), women are more likely than men to prefer jobs that allow them to work from home. We also know that Black women, in particular, report an increased preference for working from home to [avoid dealing with microaggressions](#). As hybrid work takes hold and organizations work to retain talent, executives cite countering [proximity bias](#) and inequities associated with [new work models](#) as a top priority.



Source: [WFH Research](#), March 2022