

# Women in the Workforce

## Advancing a Just Recovery in New York City

*Women in the Workforce: Advancing a Just Recovery in New York City*, a new report from A Better Balance and the Community Service Society of New York presents staggering new data showing how low-income women in the New York City workforce are disproportionately bearing the brunt of pandemic-related economic harm, experiencing alarming rates of job loss, and crumbling economic security. As New York City rebuilds from the pandemic, bold action is required to ensure women can thrive. *Women in the Workforce* offers targeted solutions the City can begin implementing today, from investing in educating the workforce about the rights New York City already offers to expanding paid leave, flexible scheduling, and quality, equitable, and affordable child care.

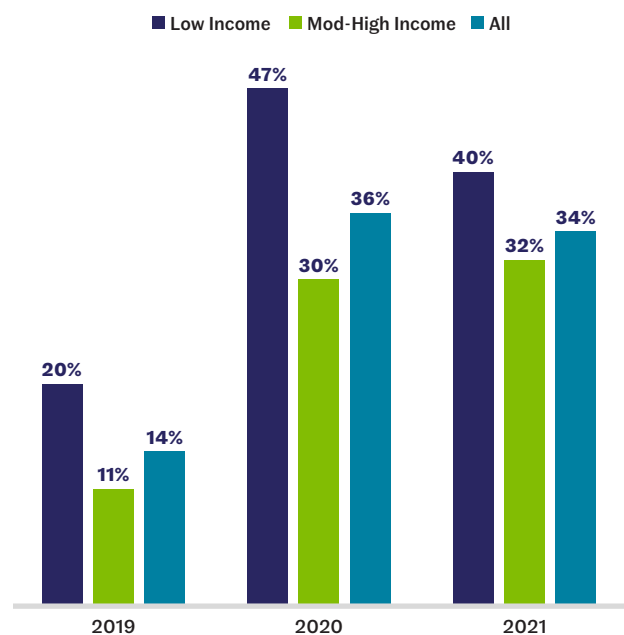


## KEY FINDINGS ON WOMEN IN THE WORKFORCE

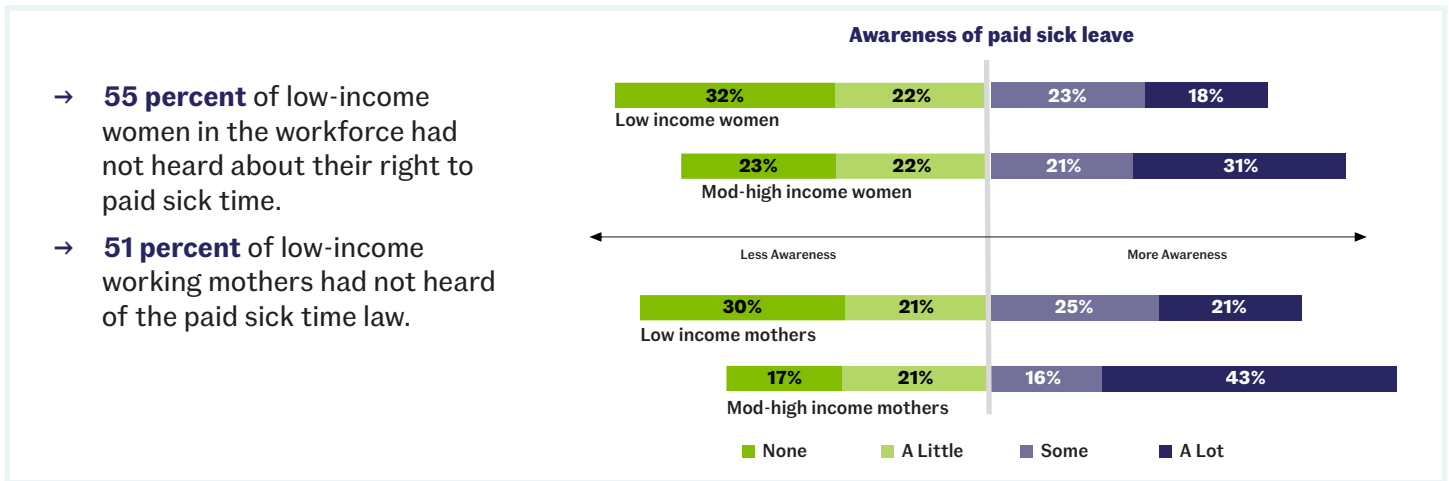
- **Women in New York City, especially low-income women of color and mothers, have suffered devastating economic loss since the onset of the pandemic.**

- **40 percent** of low-income women suffered employment losses since the onset of the pandemic: Almost **25 percent** of these women had to drop out of the labor force entirely.
- Job loss rates were higher for women of color—around **38 percent** of Black women and **36 percent** of Latina/x women reported losing employment, compared to **30 percent** among white women.
- **25 percent** of low-income women in the paid workforce reported that they needed to stop working for health and/or caregiving reasons.
- Among parents who needed to stop working, **59 percent** of mothers cited childcare concerns as the main reason compared to **36 percent** of fathers.
- **20 percent** of women in the workforce reported engagement in app-based gig work in 2021—nearly double the 2020 rate of **11 percent**.

Share of women who said they or someone in the household had experienced temporary or permanent job loss

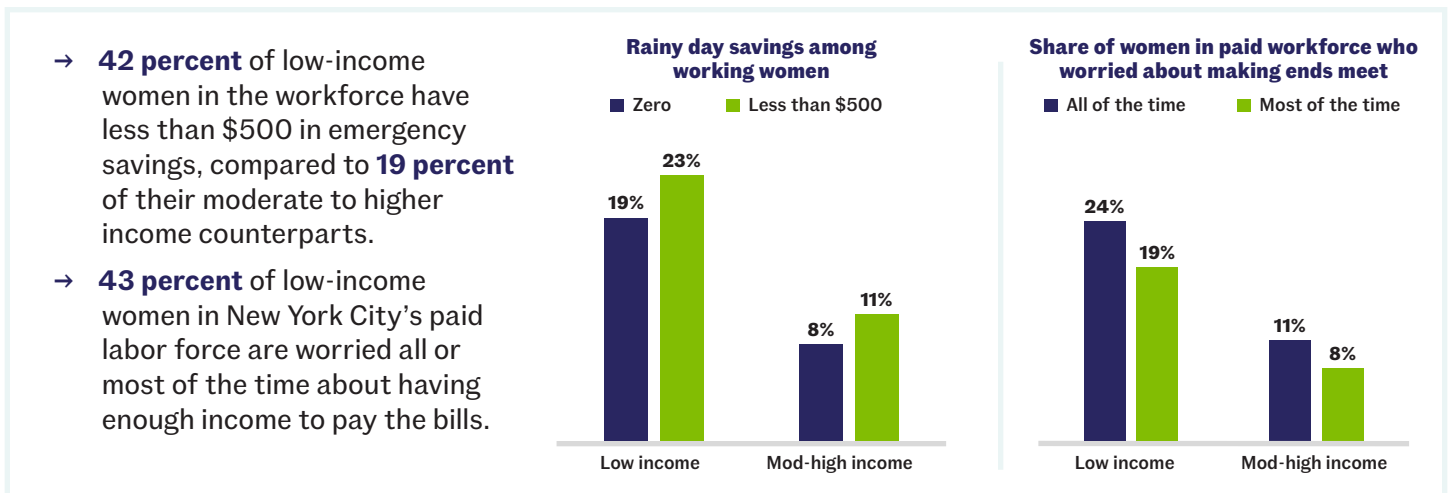


- **Eight years after the passage of the NYC paid sick time law over half of low-income women are not aware of this right, undermining the effectiveness of the law.**



- **55 percent** of low-income women in the workforce had not heard about their right to paid sick time.
- **51 percent** of low-income working mothers had not heard of the paid sick time law.

- **Low-income women are barely able to make ends meet.**



- **42 percent** of low-income women in the workforce have less than \$500 in emergency savings, compared to **19 percent** of their moderate to higher income counterparts.
- **43 percent** of low-income women in New York City's paid labor force are worried all or most of the time about having enough income to pay the bills.

## KEY POLICY RECOMMENDATIONS

- **Expand outreach, education, and enforcement of City and State laws that safeguard workers' rights and modernize notice to employees.**
- **Ensure workers have the fair and flexible schedules they need, alongside standard workplace protections and employer-provided benefits.**
- **Modernize the State's Temporary Disability Insurance and Paid Family Leave program.**
- **Expand access to high-quality, affordable childcare.**
- **Curb the use of overly rigid, punitive attendance policies.**
- **Protect caregivers from discrimination in the workplace.**
- **Ensure New York City and New York State lead by example as model employers.**

### 2021 UNHEARD THIRD SURVEY

The 2021 *Unheard Third* is a scientific telephone survey of 1,762 New York City adult residents reached by cell phones and landlines from July 8th through August 10th, 2021. It was designed by **Community Service Society of New York** in collaboration with Lake Research Partners, who administered it using Random Digit Dialing and professional interviewers. The sample included 1,110 low-income residents (up to 200% of federal poverty standards, or FPL), and 653 moderate and higher-income residents (above 200% FPL). Interviews were conducted in English, Spanish, and Chinese. The margin of error for the entire survey is +/- 2.3 percent, for the low-income component is +/- 2.9 percent, and for the higher income component is +/- 3.8 percent, all at the 95% confidence interval.