



Women's Bureau

Advocating for working women since 1920

*Kelly Jenkins-Pultz
Regional Administrator
March 11, 2021*





About Us

- Established on June 5, 1920
- Only federal agency tasked with focusing exclusively on working women
- Mission: "...safeguard the interests of working women, advocate for their equality and economic security, and promote quality work environments."





Our Approach

The Women's Bureau functions as a research and policy agency:

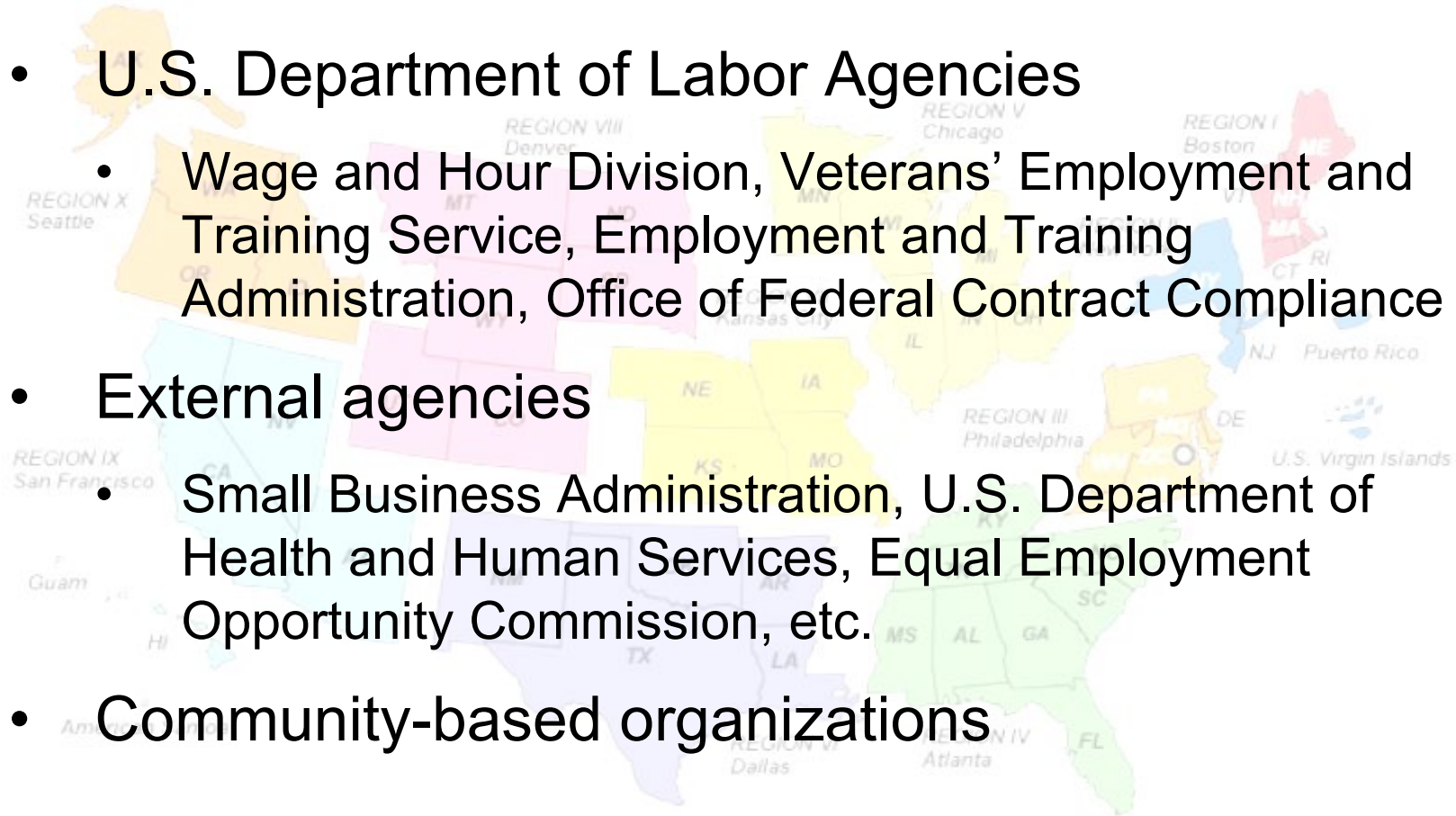
- Research and policy analysis
- Grant-making
- Education and outreach





Federal Partners

- U.S. Department of Labor Agencies
 - Wage and Hour Division, Veterans' Employment and Training Service, Employment and Training Administration, Office of Federal Contract Compliance
- External agencies
 - Small Business Administration, U.S. Department of Health and Human Services, Equal Employment Opportunity Commission, etc.
- Community-based organizations





WB Issue Areas and New Administration Focus

- Apprenticeship and Nontraditional Jobs
- Equal Pay and Economic Security
- Paid Leave and Child Care

- Climate Change
- Covid Response
- Economy
- Racism

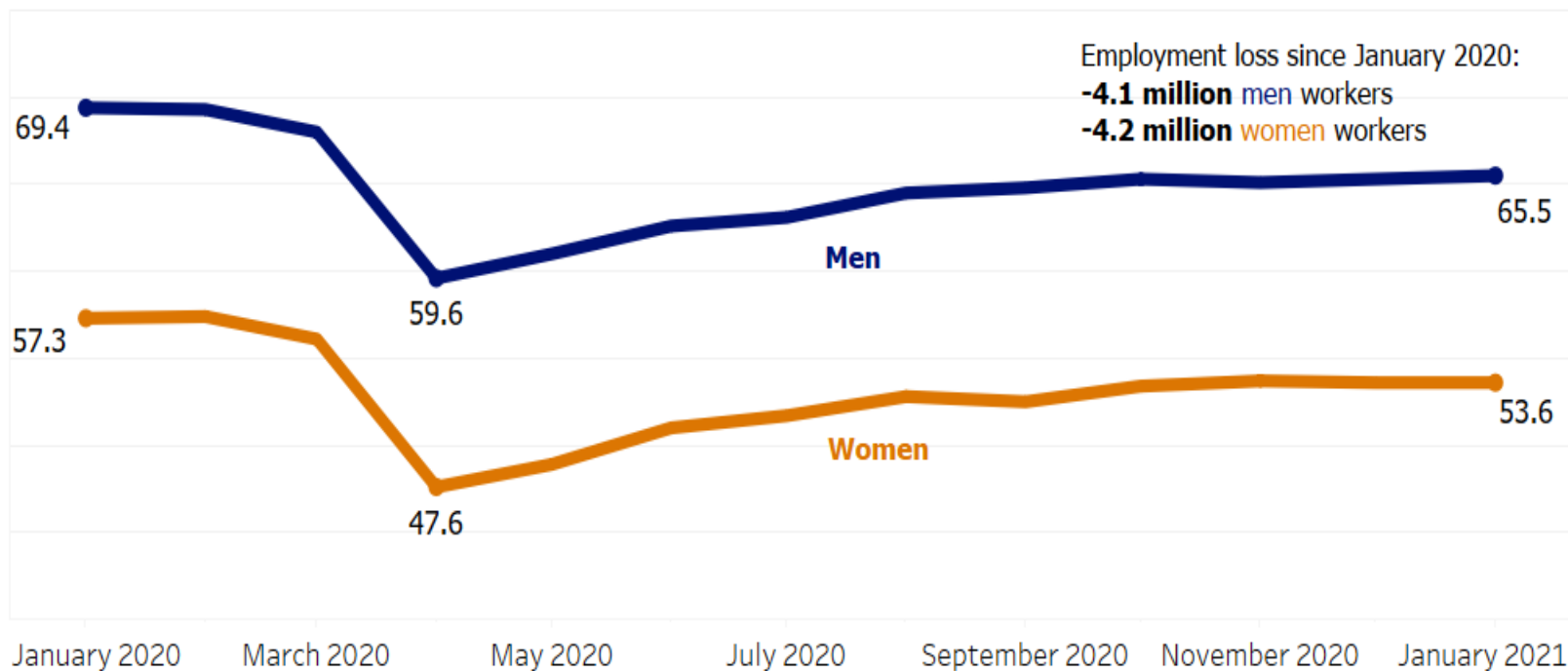


Snapshot of Current Economic Data

- Labor Force Participation Rates
- Industry Job Losses
- Disproportionate Impact on Women, Particularly Mothers, and Women of Color



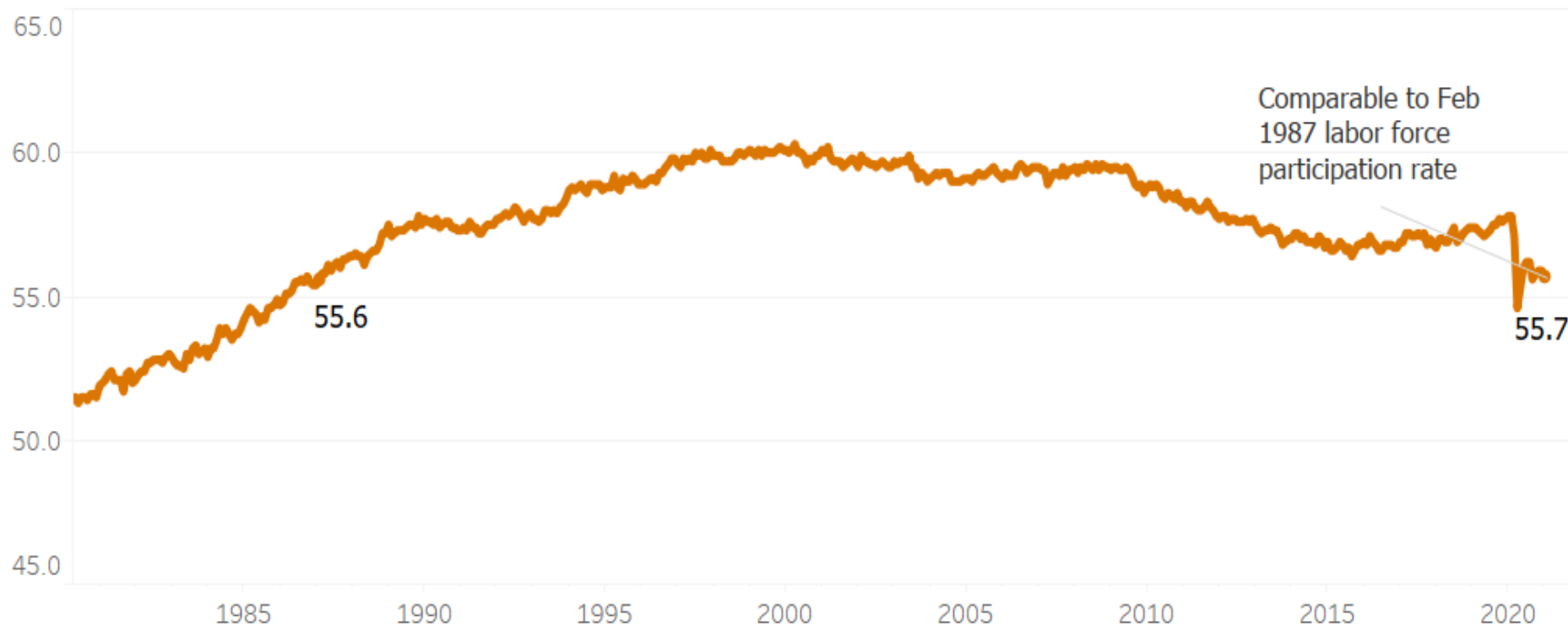
EMPLOYMENT RATE BY SEX: JANUARY 2020 TO JANUARY 2021



Note: Seasonally adjusted employment rates and employment losses for women and men ages 20 and older.
Source: Bureau of Labor Statistics, Current Population Survey
Graphic: Women's Bureau, U.S. Department of Labor



WOMEN'S LABOR FORCE PARTICIPATION RATE: 1980-2021



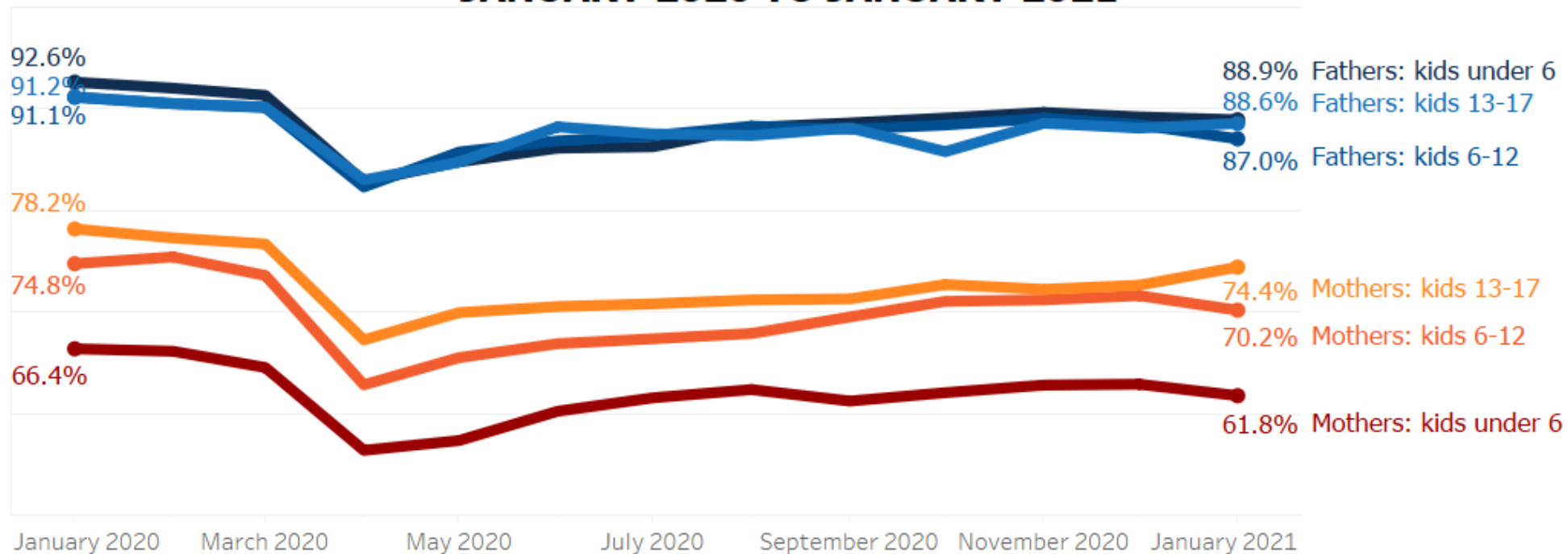
Note: Seasonally adjusted labor force participation rate of women ages 16 and over.

Source: Bureau of Labor Statistics, Current Population Survey

Graphic: Women's Bureau, U.S. Department of Labor



MOTHERS' AND FATHERS' EMPLOYMENT RATES BY AGE OF YOUNGEST CHILD: JANUARY 2020 TO JANUARY 2021



Note: Employment rates for men and women ages 25 to 54 (not seasonally adjusted).

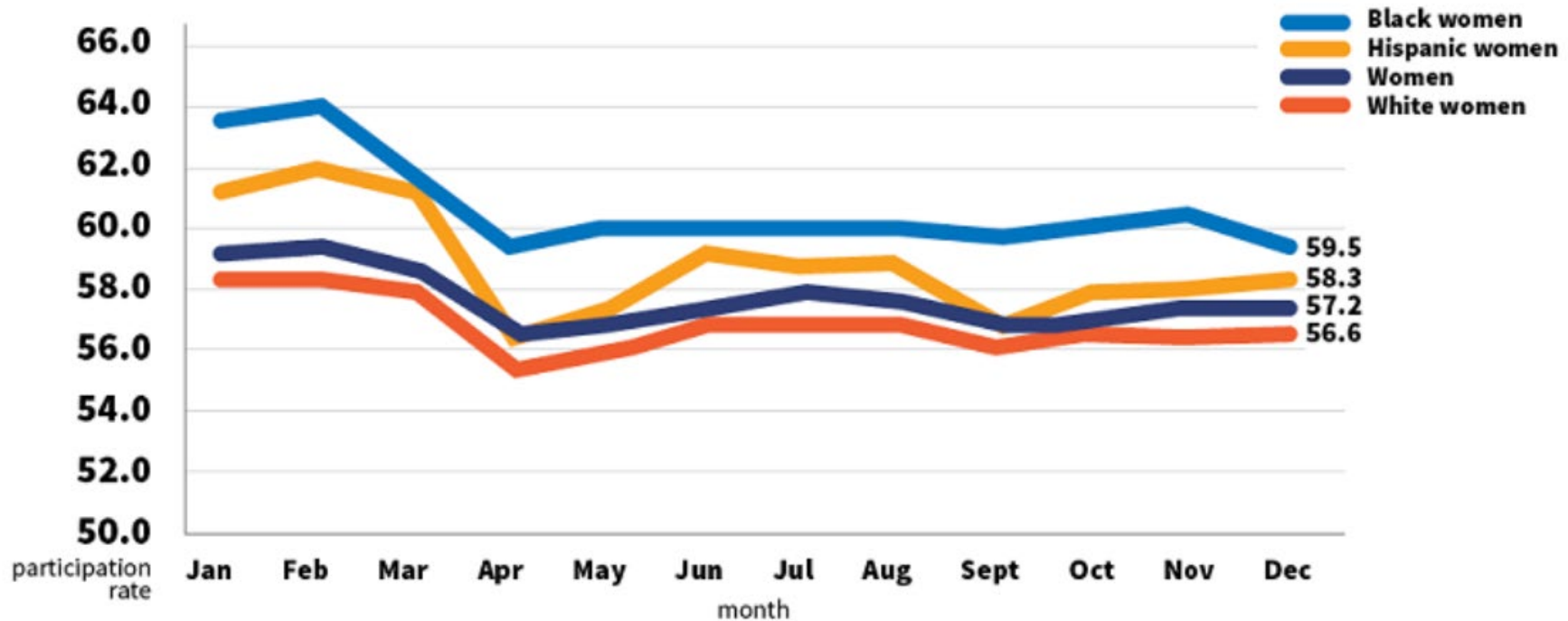
Source: Bureau of Labor Statistics, Current Population Survey IPUMS

Graphic: Women's Bureau, U.S. Department of Labor



Equal Pay and Economic Security

WOMEN'S LABOR FORCE PARTICIPATION RATE IN 2020

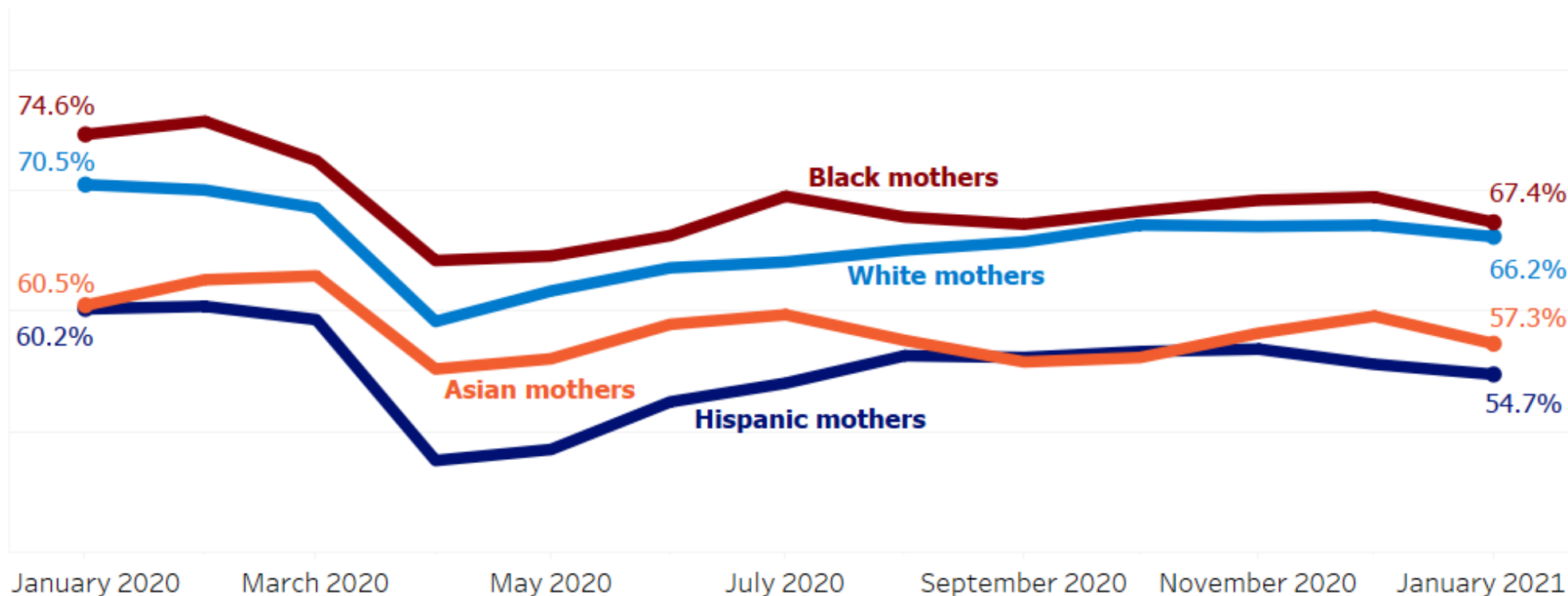


Source: Bureau of Labor Statistics, Current Population Survey 2020

Note: Women ages 20 and over



MOTHERS' EMPLOYMENT RATES: JANUARY 2020 TO JANUARY 2021

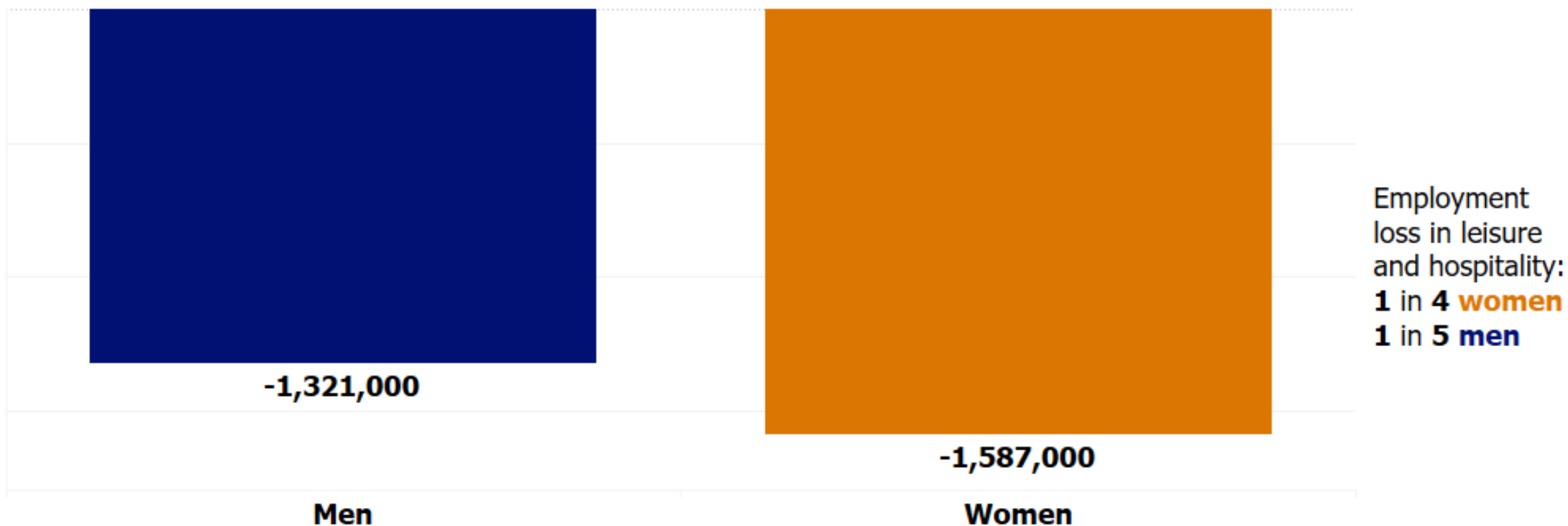


Note: Employment rates for mothers ages 25 to 54 with children under 13.
 Source: Bureau of Labor Statistics, Current Population Survey IPUMS (not seasonally adjusted).
 Graphic: Women's Bureau, U.S. Department of Labor

Percentage point change since January 2020:
 Black mothers: -7.2 White mothers: -4.3
 Hispanic mothers: -5.5 Asian mothers: -3.2



EMPLOYMENT LOSSES IN THE LEISURE AND HOSPITALITY INDUSTRY: 2019 TO 2020



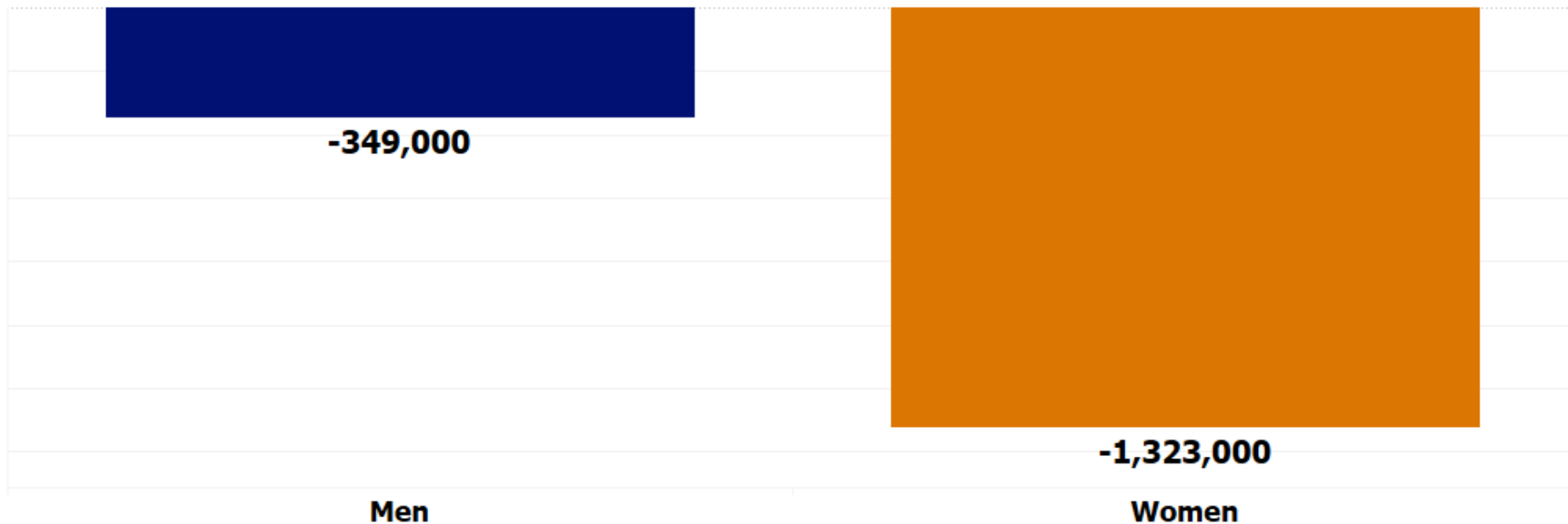
Note: Employed women and men ages 20 and older.

Source: Bureau of Labor Statistics, 2019 and 2020 Current Population Survey annual averages

Graphic: Women's Bureau, U.S. Department of Labor



EMPLOYMENT LOSSES IN THE EDUCATION AND HEALTH SERVICES INDUSTRY: 2019 TO 2020



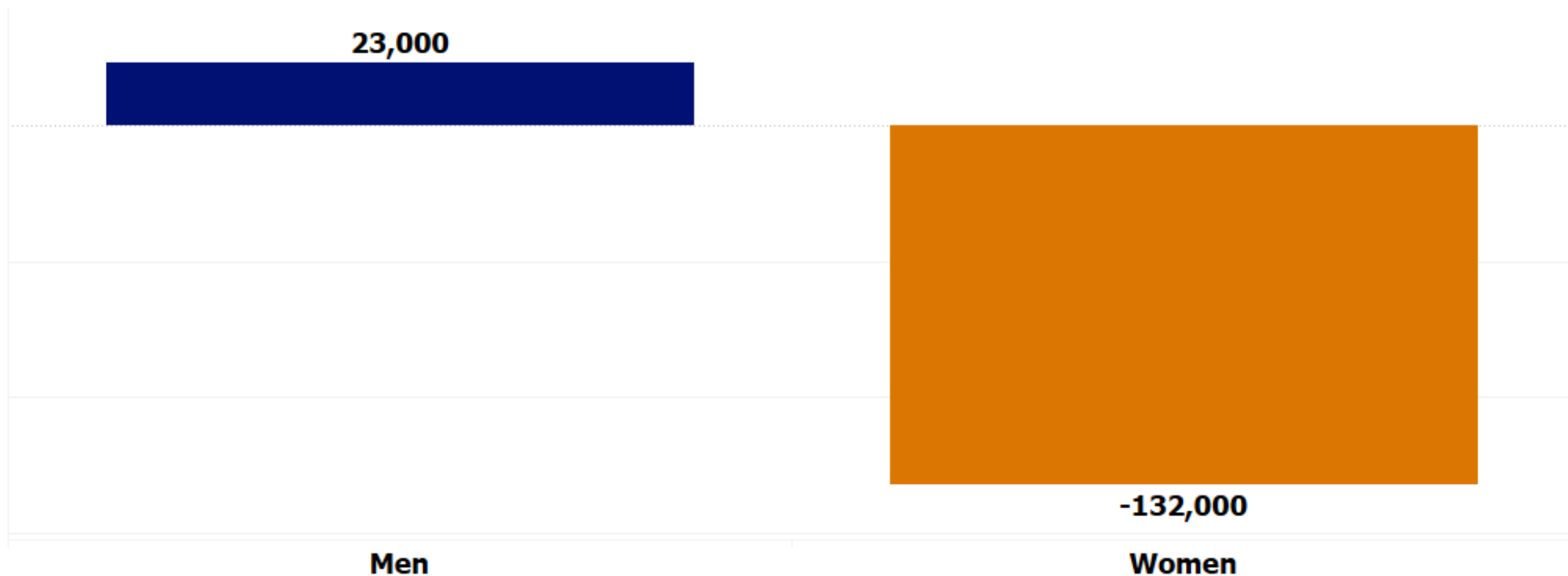
Note: Employed women and men ages 20 and older.

Source: Bureau of Labor Statistics, 2019 and 2020 Current Population Survey annual averages

Graphic: Women's Bureau, U.S. Department of Labor



EMPLOYMENT IN THE FINANCIAL ACTIVITIES INDUSTRY: 2019 TO 2020



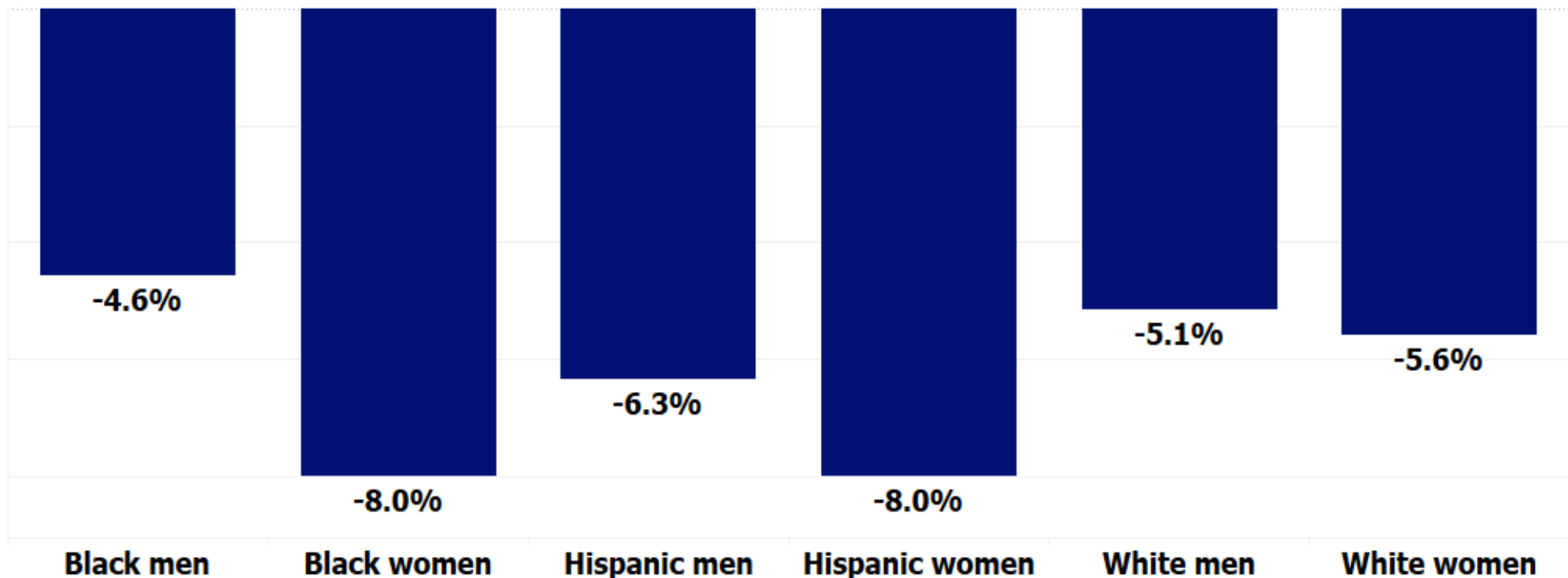
Note: Employed women and men ages 20 and older.

Source: Bureau of Labor Statistics, 2019 and 2020 Current Population Survey annual averages

Graphic: Women's Bureau, U.S. Department of Labor



EMPLOYMENT LOSSES BY SEX, RACE, AND ETHNICITY RELATIVE TO JANUARY 2020 EMPLOYMENT



Note: Seasonally adjusted employment of women and men ages 20 and older.

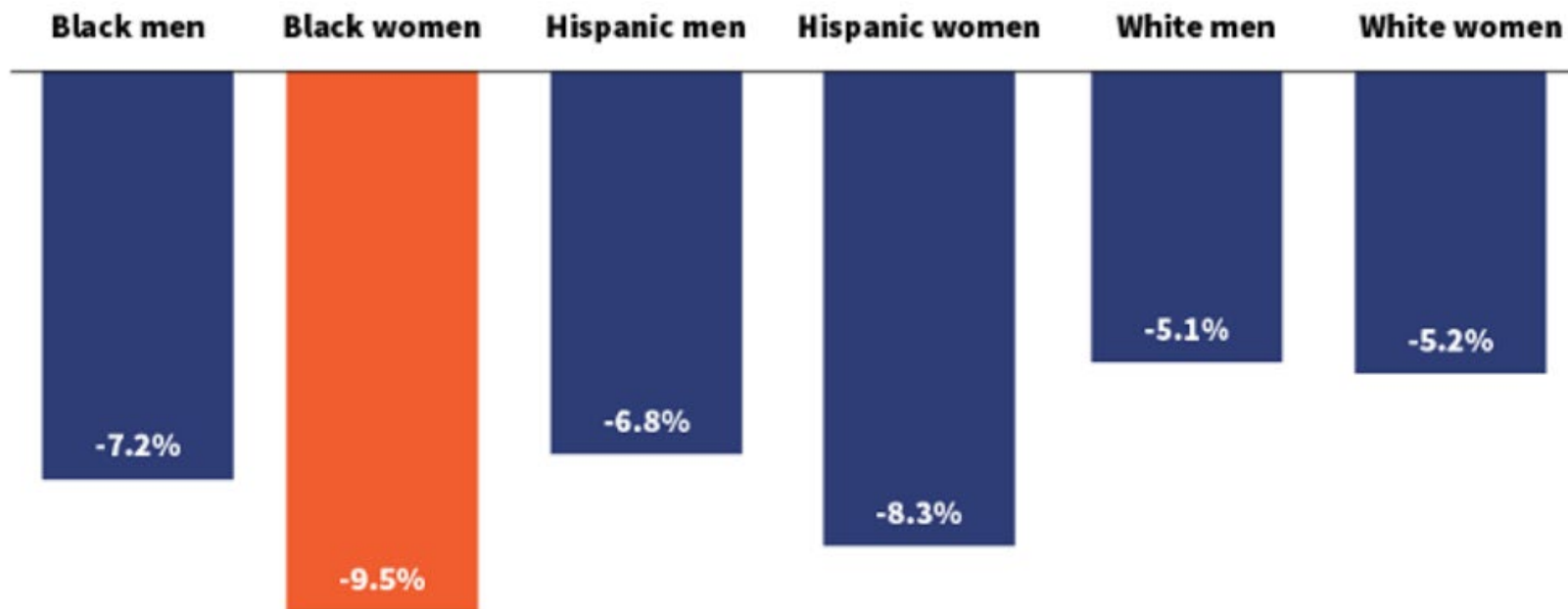
Source: Bureau of Labor Statistics, Current Population Survey

Graphic: Women's Bureau, U.S. Department of Labor



Equal Pay and Economic Security

**LOSS OF EMPLOYED WORKERS BY RACE AND SEX
BETWEEN FEBRUARY AND DECEMBER 2020**



Source: U.S. Census Bureau, Current Population Survey 2020

Note: Women ages 20 and over



Median Weekly Wages by Race and Gender, 2020

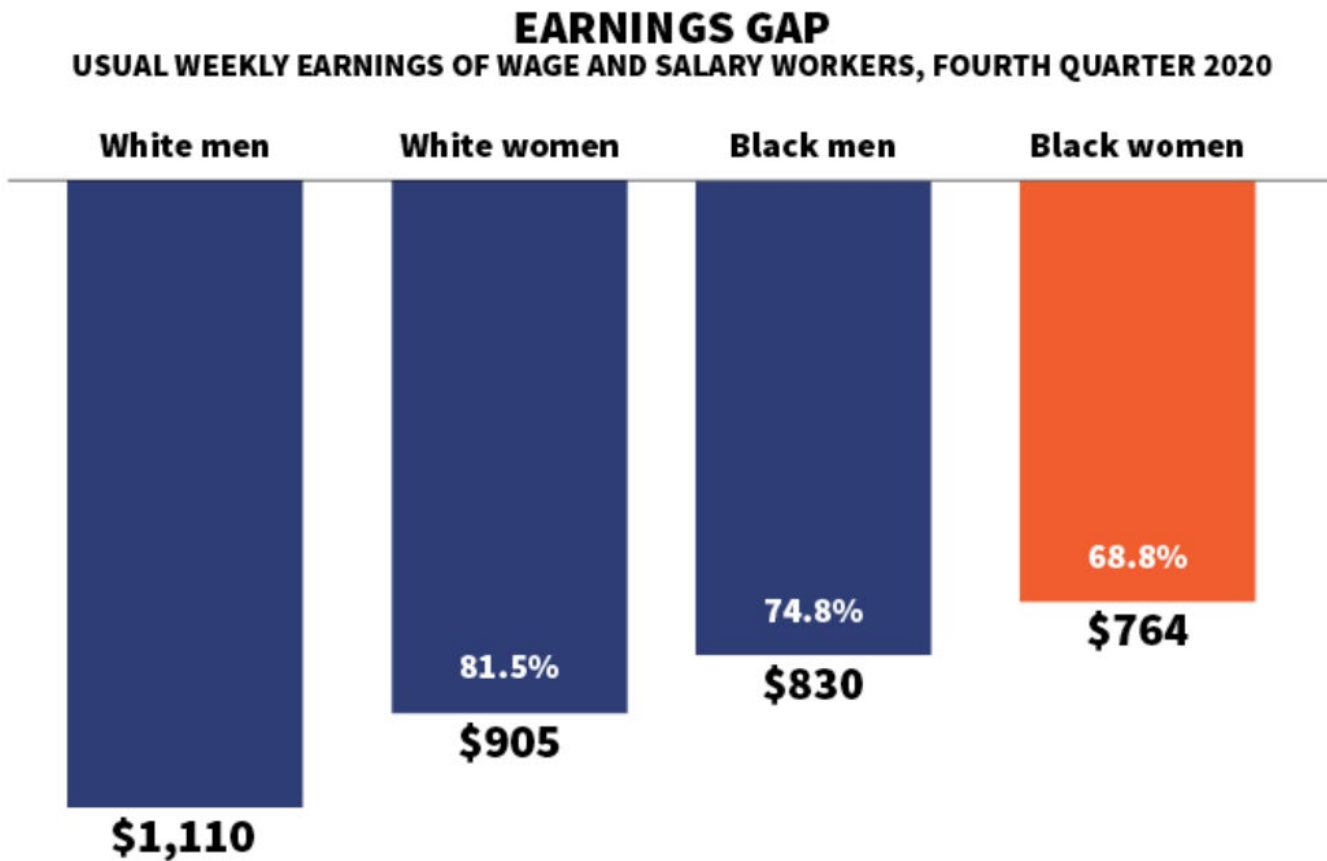
Equal Pay and Economic Security



Source: Bureau of Labor Statistics, Current Population Survey, 2020



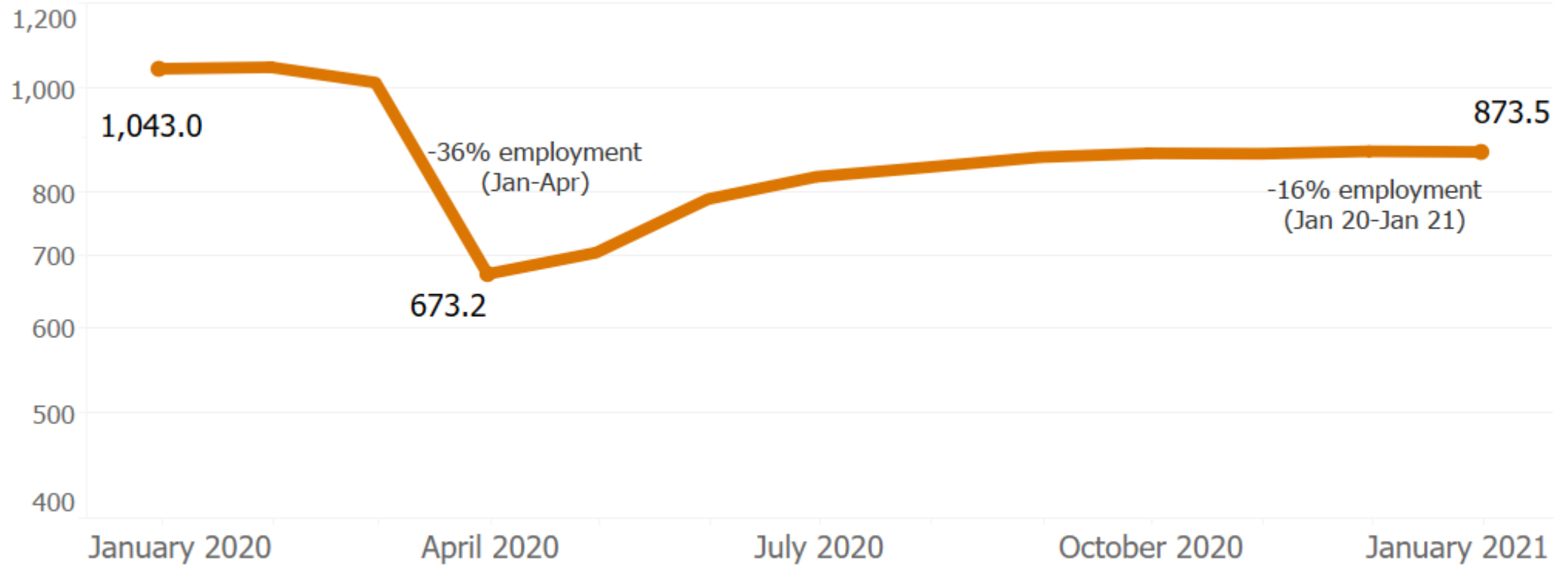
Equal Pay and Economic Security



Source: Bureau of Labor Statistics



EMPLOYMENT IN CHILD DAY CARE SERVICES (IN THOUSANDS)



Note: Seasonally adjusted employment.

Source: Bureau of Labor Statistics, Current Employment Statistics

Graphic: Women's Bureau, U.S. Department of Labor



WB and COVID RESPONSE

- Assist women with job retraining, encourage pathways into apprenticeship and NTO
- Address barriers – discrimination, sexual harassment, mentoring, sponsorship and retention
- Increase supportive services – child care, workplace flexibility, paid time off, transportation
- Raise the wage in female-dominated occupations





Best Practices: Apply a Gender Lens



Career staff engaged with Advocates in Women in Nontraditional Careers Coalition

Host educational seminars for workforce and school counselors

Connects advocates with emerging industry leaders for inclusive approach to hiring and advancement

Connects job seekers with supportive services and child care



Child Care + Workforce

Cost, Access & Quality Impact Workforce

- \$13,136 - \$13,629 was average cost of care at a licensed family child care home in 2019
- \$15,218 - \$20,522 average cost of licensed child care center in 2019
- Pre-Covid, supply was dropping
- Quality correlated with staff wages, training & turnover

4CS OF ALAMEDA
COUNTY

IMPACT REPORT





Contact Info:

Kelly Jenkins-Pultz
Regional Administrator
Jenkins-Pultz.Kelly@dol.gov
Office: 415-625-2640
Cell: 858-740-9198

