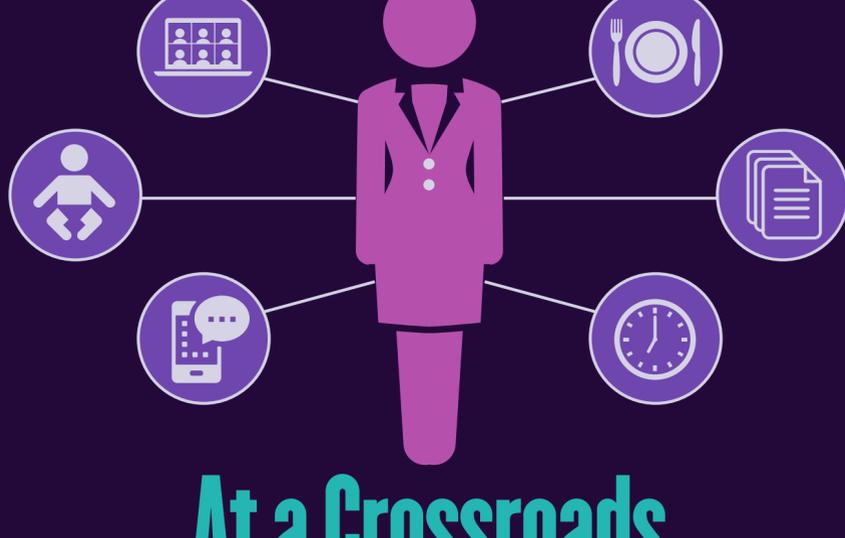


# Women in the Workforce:



## At a Crossroads

Research has revealed that the COVID-19 pandemic has disproportionately impacted women's careers. Lacking adequate social and employer support, countless women have had to scale back from or drop out of the workforce, while those who have stayed the course are facing burnout on top of their already ongoing fight for gender equity.

### HERE'S A LOOK AT THE STATE OF WOMEN IN THE WORKFORCE:

## The COVID-19 "She-cession" is Real

During the pandemic, **women lost 1 million more jobs than men** in the U.S. (as of February 2021).<sup>1</sup>

The biggest job sectors for women were also hit hard by the pandemic: **food services, hospitality, retail, and non-emergency healthcare services.**

Women ages 25-44 were nearly **3X as likely as men** to cite COVID-related disruption of childcare as the reason they are not working.<sup>2</sup>



1. BLS data 2. www.census.gov/library/stories/2020/08/parents-juggle-work-and-child-care-during-pandemic.html

### A CLOSER LOOK AT COVID-19'S IMPACT ON WOMEN

Monster surveyed over 8,000 people across the globe after the pandemic had fully taken hold. Here's a snapshot of the current state of women in the global workforce based on data from our Future of Work Report.

## Women Earn Less Than Men Globally

Monster's Global Future of Work report found:

those making less than **\$81,499**

those making more than **\$100,500**

Women

Men

Women

Men



Internationally, women earn 77 cents for every dollar men earn for equal work – and the gap is even wider for women with children.<sup>3</sup>

3. www.un.org/en/observances/equal-pay-day

## What Women are Saying

Monster's Global Future of Work report identified workplace challenges that impacted women more than men:

Women are **31% more likely** to feel insecure in their jobs than men

Women are **9% less likely** than men to express satisfaction with their jobs



This is especially true among women in the U.S., Germany, Sweden and France

### WOMEN ARE MORE STRESSED ABOUT WORK

Globally, women are experiencing the physical and emotional toll of work more than men, with higher rates of anxiety, depression, headaches, and loneliness.

	Women	Men	Global impact of work-related health issues
Anxiety	<input checked="" type="checkbox"/>		Women in Italy experience higher rates of anxiety. 
Headaches	<input checked="" type="checkbox"/>		German women experience higher rates of physical illness, followed by headaches and loneliness. 
Loneliness	<input checked="" type="checkbox"/>		US women experience higher rates of depression and loneliness, while US men experience higher rates of physical illness. 
Depression	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Men in the Netherlands express higher rates of depression. 
Alcohol Use		<input checked="" type="checkbox"/>	Men in the US, Canada, Germany, France, and Sweden experience higher rates of alcohol use. 
Physical Illness	Draw		Women in Germany 

Women are **less likely** than men to say their work environment is inclusive.

**78%**

**81%**



## Employers: The Opportunity is Yours

Monster's survey found that, globally, **4 in 10 employers** are prioritizing gender pay equality. As for the rest, they risk being left behind.



The economic benefits of **narrowing gender gaps** are **6-8X times higher** than the social spending required.<sup>4</sup>



Companies with the highest rankings for **gender diversity** on executive teams were **25% more likely** to have above-average profitability than those ranked lowest.<sup>4</sup>



Taking action now to advance **gender equality** could **add \$13 trillion** to global GDP in 2030.<sup>4</sup>

4. McKinsey, COVID-19 and Gender Equality report

## Gender Equality Benefits All

“Ensuring businesses make strong commitments to gender equality and introduce female friendly policies is not only the right thing to do but its key to staying ahead of the pack.”

– Claire Barnes, chief human capital officer, Monster

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