

Women:

The untapped resource in the workforce



The pandemic's impact on women in the workforce

Women have been, and continue to be, an integral part of our workforce. But data from the past year shows some startling trends. Due to a series of factors, [one in four women are now contemplating downsizing their careers or leaving the workforce entirely](#).

If this were to become reality, companies risk losing current and future women in leadership and unwinding years of progress towards gender diversity. Here's a breakdown of the trends arising from the COVID-19 pandemic.

Unemployment rates

In February 2020, unemployment rates were fairly equal between men and women. However, there's been a large shift in the unemployment rates during the COVID-19 pandemic.

In December 2020, women accounted for all of the net job losses while men achieved some gains.

15.8%

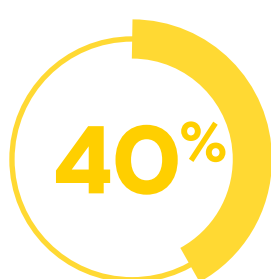
The unemployment rate for women peaked at 15.8 percent in April 2020, more than 2 percentage points more than men.

1.9% ↑

Today, the unemployment rate for women remains 1.9 percent higher than before the pandemic.

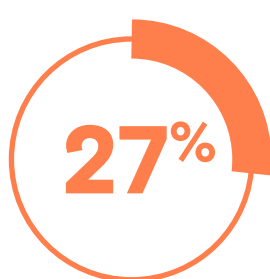
Increases in childcare responsibilities

While stressors certainly aren't limited to parents, a large increase in caregiving responsibilities is jeopardizing women's ability to stay and grow in the workforce.

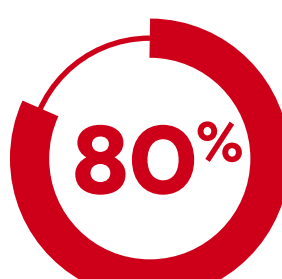


Mothers

40 percent of mothers (compared to 27 percent of fathers) have added 3 or more additional hours of caregiving each day.



Fathers



In September 2020, women made up 80 percent of the 1.1 million people who exited the workforce when the school year and remote learning began.

Companies need to step up

These trends paint a potentially disastrous future for millions of working women. It also presents a huge opportunity for companies to increase their efforts to prevent women leaving the workforce en masse.

Workforce education is one way organizations can increase their investment in driving change at this critical time. **Increasing educational opportunities benefits all women and can prevent them from career downsizing or leaving their fields entirely.**

By providing these opportunities, companies can support through college degrees or create reskilling programs that build a leadership and growth pipeline specifically for women.



Make an impact today

InStride can help you design and build workforce education opportunities that move women's lives and careers forward.

Learn more at [**InStride.com**](https://www.instride.com)