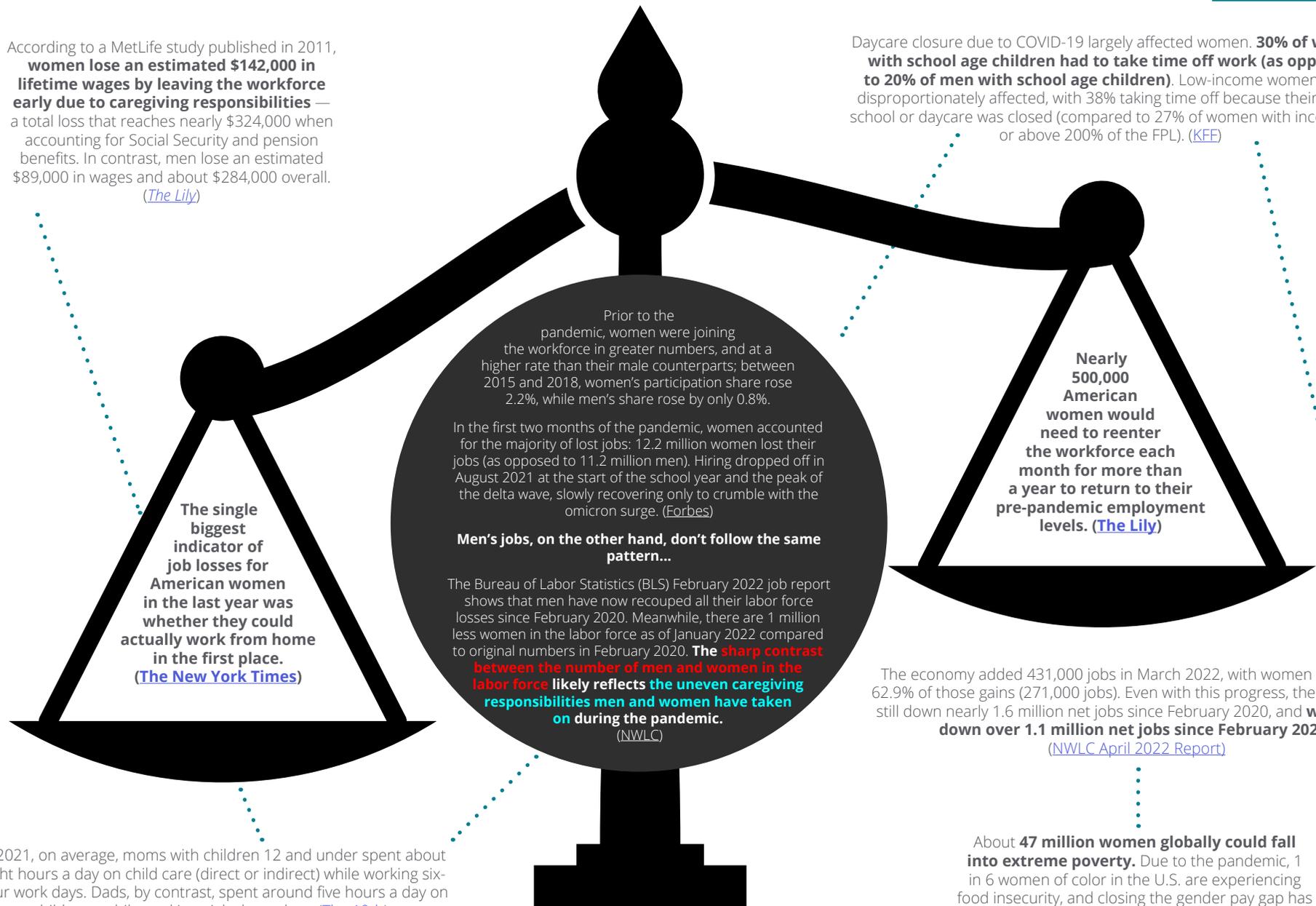


Connecting The Dots #YesThisIsAnArtsStory

A decrease in work resources for mothers leads to an increase in unemployment for women

According to a MetLife study published in 2011, **women lose an estimated \$142,000 in lifetime wages by leaving the workforce early due to caregiving responsibilities** — a total loss that reaches nearly \$324,000 when accounting for Social Security and pension benefits. In contrast, men lose an estimated \$89,000 in wages and about \$284,000 overall. ([The Lily](#))

Daycare closure due to COVID-19 largely affected women. **30% of women with school age children had to take time off work (as opposed to 20% of men with school age children)**. Low-income women were disproportionately affected, with 38% taking time off because their child's school or daycare was closed (compared to 27% of women with incomes at or above 200% of the FPL). ([KFF](#))



The single biggest indicator of job losses for American women in the last year was whether they could actually work from home in the first place. ([The New York Times](#))

Prior to the pandemic, women were joining the workforce in greater numbers, and at a higher rate than their male counterparts; between 2015 and 2018, women's participation share rose 2.2%, while men's share rose by only 0.8%.

In the first two months of the pandemic, women accounted for the majority of lost jobs: 12.2 million women lost their jobs (as opposed to 11.2 million men). Hiring dropped off in August 2021 at the start of the school year and the peak of the delta wave, slowly recovering only to crumble with the omicron surge. ([Forbes](#))

Men's jobs, on the other hand, don't follow the same pattern...

The Bureau of Labor Statistics (BLS) February 2022 job report shows that men have now recouped all their labor force losses since February 2020. Meanwhile, there are 1 million less women in the labor force as of January 2022 compared to original numbers in February 2020. **The sharp contrast between the number of men and women in the labor force likely reflects the uneven caregiving responsibilities men and women have taken on during the pandemic.** ([NWLC](#))

Nearly 500,000 American women would need to reenter the workforce each month for more than a year to return to their pre-pandemic employment levels. ([The Lily](#))

The economy added 431,000 jobs in March 2022, with women making up 62.9% of those gains (271,000 jobs). Even with this progress, the economy is still down nearly 1.6 million net jobs since February 2020, and **women are down over 1.1 million net jobs since February 2020.** ([NWLC April 2022 Report](#))

In 2021, on average, moms with children 12 and under spent about eight hours a day on child care (direct or indirect) while working six-hour work days. Dads, by contrast, spent around five hours a day on child care while working eight-hour days. ([The 19th](#))

About **47 million women globally could fall into extreme poverty**. Due to the pandemic, 1 in 6 women of color in the U.S. are experiencing food insecurity, and closing the gender pay gap has increased by a generation. ([Biz Journals](#))

Performance & Culture

- The arts and culture sector today employs about **12% fewer people** when compared to pre-pandemic levels in March 2020.

([DataArts](#))

- **Unemployment is particularly high for performing artists**, of whom 27.4% report being unemployed, roughly twice the fraction of non-performing artists (14.5%) and higher even than those working in retail (18%).

([The RAND Blog](#))

- As of August 2021, the national unemployment rate had fallen below 6% while **the arts and culture sector unemployment rate increased to over 10% once again.**

([DataArts](#))

- The U.S. Census Bureau's Small Business Pulse Survey reports that "arts, entertainment, and recreation" businesses are among the most likely to **take longer than 6 months to recover from the pandemic.**

([WEMU](#))

The arts industry is an economic catalyst, an industry that accelerates economic recovery.

A growth in arts employment has a positive and causal effect on overall employment.

([WEMU](#))

Pay Gap in the Arts & Dance

- Women artists earn \$0.77 for every dollar men artists earn.

([NEA](#))

- The **women's-to-men's earnings ratio of artists declines with age.**

Young women come close to earning what young men do. As women age, they earn progressively less than their male counterparts.

([NEA](#)).

- **Women are less likely to "overwork" (work more than 50 hours per week) than men are.**

In 2012-2016, nearly 11% of male artists worked more than 50 hours a week; for female artists, the share of overworking was 6.1%.

([NEA](#))

STEPS TOWARD A MORE EQUITABLE ECONOMY



TIER 4: CREATE BETTER WORKFORCE SYSTEMS

Enhance education and training workforce systems to help workers adapt to changing skill needs while also strengthening worker protections and improving job quality, focusing on issues such as pay, stable and predictable hours, and adherence to health and safety standards. ([Brookings](#))

TIER 3: INCREASE GOVERNMENT SUPPORT

Support federal and state governments to align programs and policies that support a universal early childhood education (ECE) system. The goal is to develop an ECE system that is coordinated, sufficient in scope, accessible, uniform in quality, and focused on the development of young children. ([CFAES](#))

TIER 2: CLOSE THE WAGE GAP

According to the U.S. Department of Labor, women's annual earnings were 82.3 percent of men's—and the gap was even wider for women of color. Organizations need to improve equity of representation, particularly in leadership roles, and improve diversity, equity and inclusion (DEI) more holistically. ([NBC](#))

TIER 1: INVEST IN WOMEN

The World Bank has long advised low- and middle-income countries to invest in women to grow their economies. The Council on Foreign Relations estimated that closing the gender employment and earnings gap could add \$2.7 trillion to gross domestic product in the United States. The International Monetary Fund has said that investing in women is a recipe to grow the economy. ([The RAND Blog](#))