



The impact of the pandemic as well as the containment measures put into place by various levels of government have disproportionately impacted women, and in particular, women of color. In order to ensure an inclusive recovery, policy responses to these financial and social crises must take gender equality perspectives into account.

For every dollar white, non-Hispanic men earn, women earn:

Asian American and Pacific Islander women

85 cents

White women

79 cents

Black women

63 cents

Native American women

60 cents

Hispanic women

55 cents

*Subgroups of the Asian American population struggle with even larger gaps than reported.

The average woman working full-time in Nassau County earns only

77.8 Percent

compared to the average man working full-time in 2019.



At the current rate, it will take until

2059

to reach pay parity in the workforce.

The National Committee on Pay Equity (NCPE) reports that the wage gap costs the average full-time American woman worker between

\$700,000 and \$2 million

over the course of her work life.



Nearly 2.5 million

women in the United States have left the workforce since the beginning of the pandemic. Women's labor force participation rate has not been this low since **1988**.

The Center for American Progress projects that a 1% reduction in the maternal labor force rate and a 1% reduction in hours from full to part time would result in

\$2.6 billion

in lost revenue.



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CRITICAL ACTIONS FOR A

GENDER-EQUITABLE

RECOVERY

Over the last several decades, women have entered the workforce in record numbers and have made great progress in educational attainment. The pandemic has damaged the position of women in the workplace and progress toward gender equality.

Of 74 million women in the workforce, there were roughly 9.7 million working mothers with a child under the age of 6 in 2019 before COVID-19 hit the United States. There is an average of two children per family. The losses in child care and school supervision hours as a result of the pandemic could lead to a significant decline in women's total wages.

What Actions Can We Take?

- Expand the NYS Facilitated Enrollment Childcare Initiative by increasing access to child care through subsidies for families earning up to 275% of the Federal Poverty Level.
- Establish high-quality and affordable child care by increasing federal levels for federal child care subsidies.
- Prioritize the needs of historically marginalized communities by establishing child care for all in the long term.
- Expand access to registered apprenticeships and support targeted hiring programs to reduce occupational segregation.
- Strengthen existing equal pay protections, such as companies making wages public and banning the use of salary history.
- Raise awareness about promoting women in financial institutions.
- Expand employment protections and benefits to nontraditional workers, including part-time workers, independent contractors, and temporary workers.